Local Govt. Service

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THREEPENCE

Journal of the National Association of Local Government Officers

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Travel Association photograph.

The Promenade, Eastbourne.

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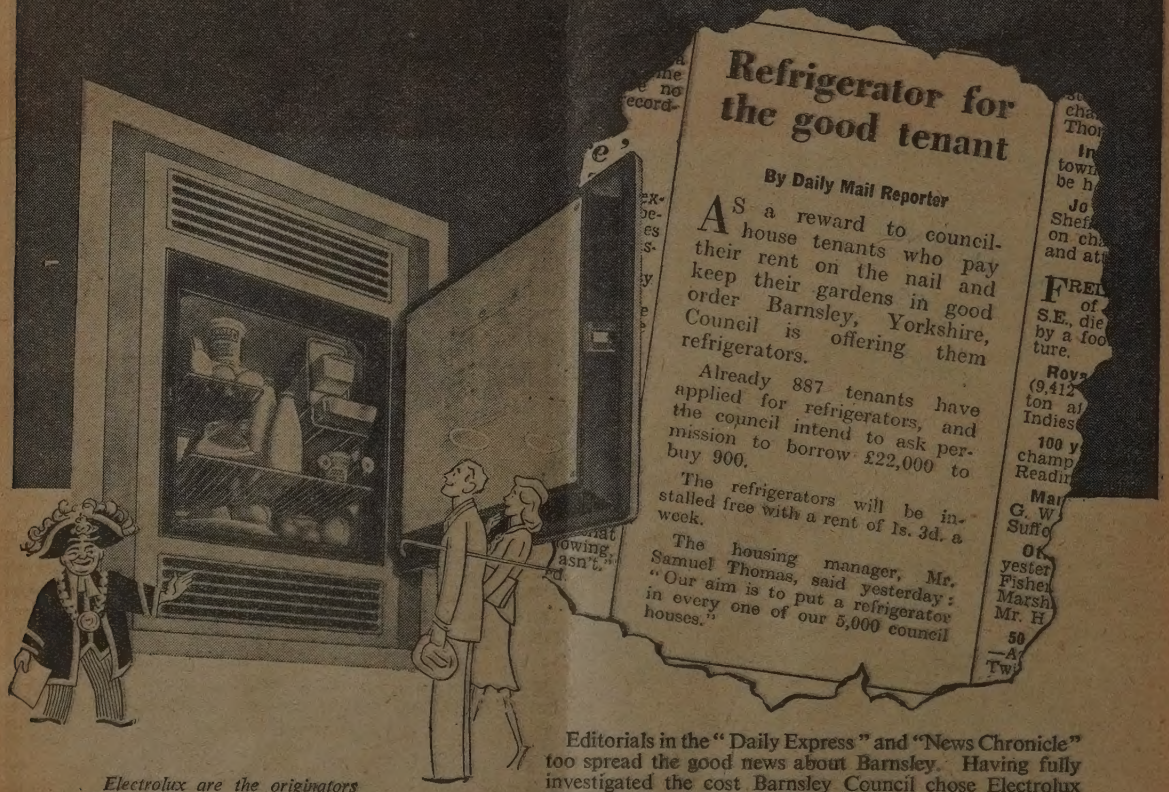
The charter at work

. . . and those refrigerators are Electrolux


Refrigerator for the good tenant
By Daily Mail Reporter
AS a reward to council-house tenants who pay their rent on the nail and keep their gardens in good order Barnsley, Yorkshire, Council is offering them refrigerators.
Already 887 tenants have applied for refrigerators, and the council intend to ask permission to borrow £22,000 to buy 900.
The refrigerators will be installed free with a rent of 1s. 3d. a week.
The housing manager, Mr. Samuel Thomas, said yesterday: "Our aim is to put a refrigerator in every one of our 5,000 council houses."

Electrolux are the originators of the only absorption system which has proved suitable for domestic refrigerators. Only Electrolux cabinets contain the SILENT Electrolux Cooling Unit.

Editorials in the "Daily Express" and "News Chronicle" too spread the good news about Barnsley. Having fully investigated the cost Barnsley Council chose Electrolux Silent Refrigerators to safeguard the tenants' food.

Electrolux Silent Refrigerators are *dependable* — operate in complete silence, as they have no moving parts — are backed by a Two-Year-Guarantee and the Electrolux Service Staff.

Ask for details of this scheme which many Local Authorities are now introducing.

BUILT-IN

Silent Electrolux

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OPERATED BY GAS OR ELECTRICITY

By Appointment Refrigerator Makers

By Appointment Suction Cleaner and Refrigerator Manufacturers

ELECTROLUX LIMITED, 153/5 REGENT STREET, LONDON, W.1. Works: LUTON, BEDFORDSHIRE

April 1950

Volume 26 Number 4

LGS

LOCAL GOVERNMENT SERVICE

Journal of the National Association of Local Government Officers

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Notes and comments

Ammunition for Advance

THE LOCAL GOVERNMENT Charter, adopted in 1946, was an epoch-making experiment. It replaced a medley of local salary standards and service conditions, some good, some shockingly bad, with uniform national standards, broadly equal to the best, far better than the worst. It replaced cap-in-hand negotiation with 1,500 separate employers, with a system of national negotiation under which the staffs were able to meet the employers on more or less equal terms. It provided a machinery of appeal which is the envy of most other workers. And it served as a model for similar "Charters," now completed or in negotiation, for the national health service and the nationalised electricity, gas, and transport industries.

But, as its critics have not ceased to point out, the Charter was not perfect. It left the determination of rewards throughout that large section of the service graded above the General Division largely to the discretion of individual local authorities. Many of its provisions were recommendations only, which authorities might adopt or ignore at their pleasure. The fact that every claim by the staffs for improvement must, if granted, apply automatically throughout the country, stiffened the attitude of the employers towards such claims.

Not unnaturally, therefore, there have been insistent demands for amendment of the Charter. NALGO's leaders have secured some amendments, and are seeking more. But they have also pointed out, with justice, that it would be folly to clamour for wholesale amendment until fullest advantage had been taken of existing provisions: and they have been convinced that that had not yet everywhere been done.

Hitherto, it has been difficult to demonstrate this, or to show clearly what more might be done, simply because we lacked any comprehensive picture of how the Charter was being applied throughout the country.

Now that picture has been, in part, provided—by the employers themselves. The "Survey of the Local Government Service," just published by the National Joint Council and reviewed in this issue, contains a wealth of facts and figures which should be meat and drink to branch executives eager to advance the interests of their members. The analyses of grading alone—in which is shown in detail how 1,000 out of the 1,500 local authorities in England and Wales have applied the national scales—will be examined and compared with fascinated interest. Similarly, the information about establishment procedure, qualifications, post-entry training, and recruitment, though less complete, will provide first-class ammunition for those who wish to raise local practices to the level of the best.

Voluntary Action

The voluntary body holds a unique place in British life. From the sixteenth century, the Friendly Societies, pursuing the twofold object of mutual aid and philanthropy, have pioneered most of our social services. But, as the services they developed in a small and local way became increasingly recognised to be essential on a national scale, more and more have been transferred to public authorities. Have the voluntary societies now outlived their usefulness? Should the Welfare State assume all the responsibilities they have undertaken, or is there still a place for voluntary enterprise and, if so, what is that place?

This important question is to be debated at a conference called by the National Council of Social Service at Harrogate this month. At the conference, local government officers engaged in ministering to the social needs of the community, will be able to contribute much from their experience, to say how far the voluntary associations can usefully extend their co-operation in such matters as home nursing, the care of the old and the blind, and what should be the future place of community councils, local councils of social service, planning and survey societies, school care committees, and similar bodies.

Although there is no suggestion that the voluntary bodies will be in the dock—indeed, their powers and prestige are probably higher to-day than they have ever been—the conference will provide an opportunity to survey their scope, their achievements, and the effectiveness of their relations with local government and to discuss how best this dual machinery can be helped to work with maximum efficiency.

How Charter is working

The "Charter" governs the pay and conditions of 150,000 local government officers in England and Wales. How far have local authorities given effect to its provisions on salaries, grading, education, mobility, recruitment? These and many other questions are answered for the first time in a comprehensive survey just completed by the National Joint Council and here reviewed by

HADEN CORSER*

THIS BOOK, "A Survey of the Local Government Service" presents the results of an inquiry made by the the National Joint Council to ascertain the extent to which local authorities have adopted those recommendations in its Scheme of Conditions of Service—better known as "the Charter"—which had for their purpose the improvement of the standard of the local government service. In addition, information has been gathered about other aspects of the service. As a whole, the book will be of great interest to local authorities and their officers and to students of public administration generally.

When the National Council attempted to prescribe national scales of salaries and conditions of service, to take the place of the medley of local and provincial arrangements, it did not underrate the magnitude of its task, and it is a matter for congratulation that a truly national picture of salaries and service conditions has emerged in so short a time.

The information contained in the survey was obtained from the answers given to three questionnaires sent to each local authority in England and Wales subject to the Charter. Out of 1,528 authorities, 1,009, or 66 per cent. replied. These authorities employ between them 116,130 permanent officers, and it is estimated that the 519 who did not reply employ a further 34,000 approximately, giving a grand total of about 150,000 permanent officers, of whom about 70 per cent. are men.

Salaries and Grading: Officers will be particularly interested in Chapter 1, which contains tables showing how the staff of each local authority, men and women, has been allocated over the various grades, both numerically and in percentages in each grade. The figures will provide a rich field for research—but the report emphasises the need for caution in comparing one authority with another, since, in some cases, the figures are affected by differences in methods of organisation, functions, and principles of administration. Moreover, the figures show the position on October 31, 1948, and some changes may have taken place since then.

The accompanying table presents a general picture of the allocation of officers throughout the grades among the various types of authority; the position is illustrated diagrammatically on the next page.

Grade (per cent.)	MEN						WOMEN					
	C.C.	C.B.	B.	M.B.	U.D.	R.D.	C.C.	C.B.	B.	M.B.	U.D.	R.D.
Over £1,000 ...	4·0	2·8	3·6	3·5	2·2	2·0	·4	·1	·1	·1	·1	·1
£760–£1,000 ...	5·6	2·9	3·6	3·5	4·6	4·3	1·7	·5	·2	·1	·0	·2
VIII	2·7	1·6	1·4	2·4	1·5	2·3	·1	·1	·0	·1	·1	·0
VII	3·5	1·9	1·9	3·0	2·3	2·5	·3	·1	·0	·4	·0	·0
VI	6·0	4·3	4·1	5·9	4·2	4·0	·3	·1	·2	·5	·1	·2
Va	1·0	1·2	·8	1·1	·9	1·2	·1	·1	·0	·1	·0	·0
V	5·9	5·4	5·8	9·0	5·4	5·5	·5	·2	·3	1·1	·1	·2
IV	7·4	6·3	7·0	7·3	6·7	6·6	·6	·5	·2	1·2	·3	·1
III	6·3	6·2	7·5	7·6	8·1	8·2	1·0	·6	·7	1·9	·5	·2
II	5·9	6·7	8·3	5·8	9·0	9·8	1·7	1·1	1·1	3·8	·8	·7
I	5·2	6·2	7·2	7·4	8·3	7·4	4·8	2·8	2·7	8·2	1·7	1·3
Miscellaneous...	6·9	12·4	11·6	12·8	10·1	9·4	1·0	1·2	1·0	1·5	·6	1·0
H. Clerical ...	3·4	2·3	1·6	3·0	1·1	1·7	2·0	2·1	2·4	4·4	1·8	2·1
Clerical	10·4	9·7	9·0	11·1	9·0	9·2	9·4	9·7	10·3	20·3	10·5	10·2
General	25·7	30·1	26·7	16·5	26·6	26·0	76·1	80·8	80·8	56·8	83·4	83·7

Salaries of the grades are: General, £135-£385 (men), £108-£308 (women); Clerical, £395-£440 (men), £316-£352 (women); Higher Clerical, £440-£485 (men), £354-£390 (women); Miscellaneous, £315-£420; Grade I, £390-£435; II, £420-£465; III, £450-£495; IV, £480-£525; V, £520-£570; Va, £550-£610; VI, £595-£660; VII, £635-£710; VIII, £685-£760.

Although the overlapping of grades makes detailed analysis difficult, it appears from the above that, taking the service as a whole, nearly three-quarters of the men are to-day getting more than £385 a year, nearly a quarter more than £520, and 7 per cent. more than £760. In the various classes of authority, the county councils make the best showing, with one officer in ten getting over £760, three in ten more than £520 and about seven in ten more than £385. The Metropolitan boroughs are roughly similar, though with fewer in the general division and fewer in the highest ranges above £760. County boroughs, on the other hand, have nearly one-third of their staffs in the general division, only one in eighteen gets more than £760 and two out of ten more than £520.

The position of the women will make galling reading for the advocates of equal pay and equal opportunity. Out of nearly 35,000 women—nearly one-third of the total staff covered—27,500—eight out of ten—are in the general division and only one in 34 is above A.P.T. II.

The figures for individual authorities show some surprising differences. Thus, among the counties, East Suffolk and Kent have nearly 37 and 34 per cent. of their male staffs in the general division respectively, whereas in Glamorgan only 18 and in Lancashire only 17 per cent. are in the general division. Among the county boroughs, Nottingham's figure of 48·3 per cent. of men in the general division and Leeds's of 40·6 compare with 27·8 in Manchester, 20 in Liverpool, and 19·9 in Birmingham. There may, of course, be factors

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* *Mr. Corser was, until his retirement last month, deputy general secretary of* NALGO *and staff side secretary of the National Joint Council for the local government service.*

not disclosed in the published figures, which go part of the way to account for these differences.

In addition to the 116,180 permanent officers covered, the returns disclose the existence of 11,906 temporary officers (5,998 men, 5,908 women) divided almost equally between those employed pending availability of permanent staff and those on temporary work.

Establishment Officers : The National Council recommended that, where appropriate, authorities with staffs exceeding 300 should appoint an establishment officer. The replies show that, out of 34 counties and 55 county boroughs with staffs over 300, only five county councils and 13 county boroughs have yet appointed an establishment officer. In addition, five counties and ten county boroughs have provided that the clerk or treasurer shall act as establishment officer, leaving 24 counties and 32 county boroughs which have made no appointment. Of these, however, 13 counties and 19 county boroughs have adopted alternative procedures, which are outlined.

Staff Joint Committees : Of the 1,009 authorities covered, 455 have staff joint committees or similar machinery for regular consultation with representatives of their staffs. Although the report quotes one small authority as contending that such a committee was unnecessary, since "the staff are all personally known to the council," it is significant that more than 30 per cent. of the urban and rural district councils replying have established joint committees. There would appear to be a considerable number of county councils and county boroughs without joint committees.

Appeals Committees : To the question whether they had set up an appeals committee as recommended in paragraph 15 of the Charter, 129 replied that they had done so, 132 reported that the establishment or staffing committee acted as an appeals committee, 15 had an *ad hoc* committee to act as appeals committee, 13 allowed the staff joint committee to act, and 720 said that they had made no special provision. It is a pity that the report gives no indication of the numbers of individual appeals dealt with.

Annual Reports : The National Council placed considerable importance on the introduction of a system of annual reports on each officer as a means of recording qualification and fitness for promotion. On this, the report shows that 500 authorities have adopted the National Council's "model report form," ten have adopted a special form, 13 rely on reports from departmental chief officers, and 486 have taken no action. There is no indication of the size or importance of the authorities which have not adopted any procedure, and this omission limits useful comment.

Probation : Paragraph 5 of the Charter laid it down that all new entrants to the service should be subject to a period of probation of six months. The return shows considerable divergence of practice : of the authorities replying, 26 have a probationary period of one month, 51 of three months, 340 of six months, four of 12 months ; 26 have a variable period ; and 562 have no probationary period. One Welsh county borough says that it has a probationary period of five years—nearly as long as Jacob waited for the hand of Rachel !

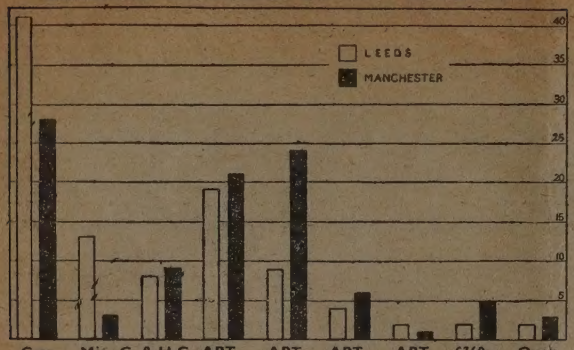
Qualifications : In inquiring into the numbers of officers with professional qualifications, the survey met heavy weather, and it is evident that the compilers have found it difficult to analyse and tabulate the information received. They say that some authorities included successes in intermediate examinations, while "the number who included qualifications almost unheard of, alongside qualifications of great repute, seems to indicate a lack of reasonable assessment of the standards of qualifications and a tendency to regard any officer with 'letters after his name' (even though the doubtful privilege has been obtained by mere payment of a fee) as qualified."

HOW OFFICERS ARE GRADED—AN OVERALL PICTURE

SALARY RANGES		
OVER £1,000	Women :	61
	Men :	2,510
£760-£1,000	Women :	255
	Men :	3,066
A.P.T. VIII	Women :	27
	Men :	1,550
A.P.T. VI-VII	Women :	11
	Men :	5,785
A.P.T. IV-Va	Women :	306
	Men :	11,081
A.P.T. I-III	Women :	1,897
	Men :	16,447
C. & H. C.	Women :	4,294
	Men :	9,846
MISCELLANEOUS	Women :	378
	Men :	8,768
GENERAL	Women :	27,448
	Men :	22,348

Each single symbol represents 500 officers. Each group symbol represents 5,000 officers, and each bar fewer than 250 women officers

GRADINGS COMPARED—COUNTY BOROUGHS



How **Leeds** (pop. 495,000. R.V. £3,989,000, staff 1,940 men, 737 women) and **Manchester** (pop. 686,000, R.V. £6,223,000, staff 1906 men, 820 women) have graded their male officers.

Courses of Study : Authorities were asked to give particulars of courses organised either by the local authority or by the education authority for the area. It is clear that considerable provision has been made, although the information cannot be tabulated. Details are given of courses organised by the L.C.C., Kent, Bournemouth, and Leeds, but it is a serious omission that no information is given of the practice of the smaller authorities, whose officers, often far from a university or technical college, are at a serious disadvantage.

"In-training for the higher posts," the report comments, "is obviously still a difficult problem. There will need to be a break with tradition, dispensation from articles, and more adequate facilities if the junior entrant to the service is to be given access to the chief officers' posts."

Post-entry Training and Financial Assistance : The National Council hoped to find out how far local authorities had given effect to paragraphs 8 (2) and 8 (3) of the Charter, which recommended, rather vaguely, the provision of "guidance and adequate facilities (including financial assistance if found necessary)" to enable officers (a) to obtain professional and technical qualification and (b) to proceed to a university degree or diploma in public administration. On the replies to questions on this topic, the report comments:

"There is a considerable divergence of practice in the provision of facilities . . . Some authorities have taken a wide view and have been very generous in adopting comprehensive formal schemes . . . but some do not appear to have made any attempt to assist training in any way."

Particular attention is also drawn to the model schemes initiated and recommended by the South Western Provincial Council and the Metropolitan Education Joint Council. These give a lead which other provincial councils might follow. In this matter, the staff organisations, through their representatives on staff sides of provincial councils, have the ball at their feet, if they will kick it.

Mobility between Departments : The replies disclose little observance of the Charter provisions for the transfer of juniors under 21 from one department to another, the secondment of clerical and administrative officers to other departments, and the notification of vacancies to all members of the staff, the report commenting : "The number of transfers appears to have been small. The reasons for this are not obvious ; it may well be that they are due to the human reactions of chief officers, who may naturally tend to retain their best clerks and to resist accepting those officers other departments are prepared to let go. The conception of the service as a whole and of mobility as an admirable form of broad training appears to have been accepted as sound theory without much evidence of its practical application."

Library Facilities : Nor does much appear to have been done to provide library facilities for students, as recommended in the Charter. Many replies, however, make the point that adequate facilities are available from the public lending and reference libraries.

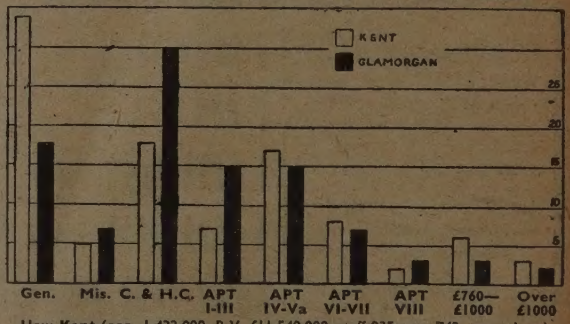
In some 200 authorities, heads of departments have built up departmental libraries which are used by students, while others have given money—Berkshire, for example, £200 and Northants £250—for the purchase of books for students. It is clear, however, that much more could be done, were staff organisations to press for it.

Recruitment : The questionnaire sought to discover how far local authorities insisted on the school certificate or any other standard for recruitment of new juniors, and asked about the age of recruitment. It is clear from the replies that, whilst most of the larger authorities insisted on school certificate in the past, many have been forced by the shortage of recruits to abandon that condition and be content with a lower standard. Thus, out of 937 authorities, only 312 insist upon school certificate, 204 have relaxed the standard, 26 have other standards and 347 have no prescribed standard.

Some of the comments of local authorities support the staffs' claim that general division salaries are too low to attract a good standard of entrant. Thus, Formby borough council says "The national salary scales do not attract juniors with school certificate," Hoddesdon observes, "The local authority is unable to insist on school certificate standard owing to difficulty of recruitment in view of higher salaries offered by commercial undertakings in London" ; St. Albans rural district points out that "school leavers are almost invariably attracted by the higher pay attaching to junior posts in the commercial sphere."

Employment of Graduates : Figures given in the report show that at least 2,800 university graduates were employed by the authorities replying : and this figure is incomplete since some of the replies excluded chief officers, deputies, and others with salaries over £760 and others excluded doctors in health departments.

GRADINGS COMPARED—COUNTY COUNCILS



How **Kent** (pop. 1,433,000. R.V. £11,540,000, staff 935 men, 743 women) and **Glamorgan** (pop. 712,000, R.V. £3,114,000, staff 633 men, 260 women) have graded their male officers.

A final table shows that 79 officers have been granted facilities for full time attendance at university courses.

The survey has been a bold and worthwhile experiment, despite some defects, mainly due to the difficulty of summarising statistically masses of information about trends and developments rather than accomplishments.

The report is obtainable from the National Joint Council, 37, Upper Grosvenor Street, London, W.1, price 7s. 6d. post free.

Preliminary agenda for conference

MEETING in London on March 11, the National Executive Council approved the draft of its annual report for 1949 (which was sent to branches on March 31), and the arrangements for this year's Conference.

Conference will be held at the Winter Gardens, Eastbourne, on Tuesday, Wednesday, Thursday, and Friday, June 13 to 16. This is one day longer than in previous years, and the extra day is to be obtained by adjourning on each of the first three days at 4.15 p.m. instead of 5.0 and holding one of the annual meetings of the NALGO ancillaries—for which, hitherto, the Friday has been reserved—at 4.30 p.m. on each of those days. The extra Conference time thus gained will make it possible to devote the whole of the Conference proceedings on the Thursday to discussion of an important report by the N.E.C. on changes in the Association's structure and machinery to enable it to deal more effectively with the problems of the nationalised services.

There will be group meetings of delegates in the transport, gas, electricity, and health services and of branch education secretaries, magazine editors, and public relations officers, on the Monday preceding Conference, and of district public relations officers on Tuesday evening at 5.15 p.m. A detailed time-table appears on page 104.

Below we publish the preliminary agenda for Conference, consisting of notices of motion submitted by the National Executive Council, district committees, branches, and sectional and professional societies. Amendments may be submitted up to 12 noon on Saturday, April 15, and will be published in the May journal.

The agenda as published is subject to co-ordination and consolidation by the agenda committee. The names of those submitting a notice of motion are set in *italics*.

1. Opening of Conference.

2. To approve as a correct record the minutes of the proceedings of the Conference held on June 14 to 16, 1949.

3. Benevolent and orphan fund—announcement of amounts received from districts and winners of trophies and diplomas.

4. President's address.

Appointment of auditors for the year 1950

5. *National Executive Council :* That Messrs. Jackson, Pixley & Co., chartered accountants, of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1950, and that a fee of eight hundred and seventy-five guineas (£918 15s. 0d.) be paid to them for their services.

6. Appointment of scrutineers.

7. Honorary treasurer's financial statements.

Conference agenda

8. *West Midland District Committee :* That where a notice of motion has been submitted which the agenda sub-committee treat as an amendment to another motion on the same subject, then in the event of the motion being withdrawn, the amendment shall stand as an original motion.

Equal pay for equal work

9. *Metropolitan District Committee :* That this Conference reaffirms the Association's policy of equal pay and calls upon the National Executive Council to take vigorous action in all appropriate quarters to secure the implementation of this policy.

10. *Scottish District Committee and Glasgow Branch :* That this Conference instructs the National Executive Council to take the following action in relation to the Association's policy of equal pay for equal work :

(a) To carry out immediately a national campaign on the broadest possible lines, in co-operation with all other interested bodies, especially trade unions ;

(b) To give the utmost practical assistance to district committees and branches to encourage them to carry out similar campaigns at local level.

11. *West Midland District Committee and Birmingham Municipal Officers' Guild :* That this Conference urges a great intensification throughout the country of the campaign for equal pay for equal work, along with other interested bodies, and in particular calls for the widest participation by branches and district committees.

12. *Fulham Branch :* That this Annual Conference views with much concern the anomaly whereby equal pay exists for A.P.T. and Miscellaneous Grades and not for General, Clerical, nor Higher Clerical Divisions ; considers that this anomaly unjustly penalises the lower grade officers who are most in need of equal pay ; and calls upon the National Executive Council to re-open negotiations with the employers' side of the National Joint Council and to press for the extension of equal pay to the General, Clerical and Higher Clerical Divisions forthwith.

13. *Manchester Branch :* That this Conference deplores the action of the National Executive Council in not contributing to the production costs of the proposed film on equal pay and instructs the National Executive Council to reconsider the matter and report on the equal pay campaign costs already incurred by Headquarters since the 1949 Conference.

Charter—anomalies

14. *Southend on Sea Branch :* That Conference do fix the 30th September 1950 as the time limit beyond which action by the National Executive Council to secure the removal of the Charter anomalies be not further deferred.

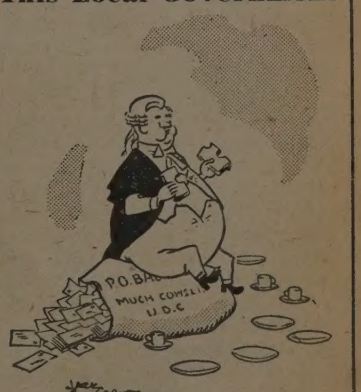
15. *Poole and District Branch :* That this Conference instructs the National Joint Council (staff side) :

(i) to take such immediate action as will ensure that officers doing like work in local government should be remunerated at least at the same minimum grade, and

(ii) to press for an establishment of designated posts and schedules of duties constituting such posts throughout the local government service so that clause (i) of this proposition may be put into effect, and

(iii) to deal with this matter as vital to the service in view of the many anomalies which have arisen in the interpretation of the Charter by the employers' side.

This Local Government



"The clerk enlarged on the correspondence."

Sent by J. O. Williamson, Perth

Annual Conference Time Table

THE FOLLOWING provisional arrangements have been made for Conference week :

Sunday, June 11
11 a.m. Church service

Monday, June 12
9.30 a.m. Branch P.R.O.s
Transport staffs
Gas staffs
11.0 a.m. Health staffs
2.30 p.m. Education secretaries
Electricity staffs
Branch magazine editors
8.30 p.m. Civic reception
Tournaments for the bowls, tennis, and golf trophies will be held during the day.

Tuesday, June 13
9.30 a.m.—4.15 p.m. Conference
4.30 p.m. NALGO Building Society A.G.M.
5.15 p.m. District P.R.O.s

Wednesday, June 14
9.30 a.m.—4.15 p.m. Conference
4.30 p.m. NALGO Provident Society A.G.M.
8.30 p.m. Civic Reception

Thursday, June 15
9.30 a.m.—4.15 p.m. Conference—N.E.C. Report on Re-Adaptation of Association's Machinery
4.30 p.m. LOGOMIA A.G.M.

Friday, June 16
9.30 a.m.—5.0 p.m. Conference
8 p.m. Conference dance

Salaries—general division

16. *West Bridgford Branch :* That this Conference instructs the National Executive Council to negotiate with a view to lowering the age at which officers in the General Division of the national scales of salaries reach their maximum salary.

17. *Burnley Branch :* That this Conference instructs the National Executive Council to make yet further endeavours to secure a lowering of the age at which officers reach the maximum of the General Division of the national scales of salaries.

18. *Durham Branch :* That the National Executive Council be asked to expedite negotiations with the National Joint Council with a view to lowering the age at which officers in the General Division of the national scales of salaries reach the maximum of £385 per annum.

19. *Seaham Branch :* That the National Executive Council exert all their strength to reduce the age limit for members of NALGO on the General Division.

20. *Aberdare Branch :* That the National Executive Council continue to press for the lowering of the age at which the maximum in the General Division is reached from 32 to 28, and for the maximum salary to be increased from £385 per annum to £400 per annum.

21. *Birmingham Municipal Officers' Guild:* That this Conference takes steps to ensure that the maximum salary on General Grade should be reached at the age of 26.

22. *Southport Branch :* That the amendment of the General Division scales so that the maxima are reached at the age of 25 years be the principal aim of the Association's salary policy in the ensuing year, and that the National Executive Council be instructed to take the necessary action to secure this amendment as soon as possible.

23. *Northants County Branch :* That the National Executive Council be directed to make representations through the staff side of the National Joint Council with a view to securing an early revision of the salaries scales of the General Division so as to provide for men a minimum of £260 per annum at 21 and £310 per annum at 25, and for women a minimum of £210 per annum at 21 and £250 per annum at 25.

24. *Lindsey County Officers' Branch :* That the National Joint Council be requested to review the General Divisions of the national scales to ensure that the increments on attaining the age of 18 shall not be almost entirely offset by the increased deductions in respect of national insurance and superannuation.

25. *Southport Branch :* That this Conference instructs the National Executive Council to direct a vigorous public relations campaign in the ensuing year with the object of convincing the public and the employing authorities that the present General Division Scale, which provides a salary of £4 4s. 4d. per week at 21 years of age and £5 17s. per week at 26 years of age for male officers and £3 8s. 3d. per week and £4 14s. 4d. per week for female officers at the same ages, is completely inadequate having regard to :

(a) the importance of their services to the community ;
(b) the salaries paid to established civil servants, teachers, and policemen at the same ages ;
(c) the declaration by the National Joint Council in presenting the Charter in 1946 that local government should be in the " first flight of good employers " ;
(d) the increases in the cost of living since 1946 ;
(e) the increases gained by other wage-earners since 1946 ;
(f) the principle that a fair wage should enable any young man to afford to marry and establish a home before reaching 30 years of age ;
(g) the low standard of local government officers' wages prior to the last war being no criterion on which to assess post-war increases ;
(h) the low rates of pay offered causing a marked diminution of suitable recruits and a consequential loss of efficiency to the service.

26. *West Bridgford Branch :* That this Conference is of the opinion that, in the case of new entrants to the service, the General Division scale of salary be confined to persons whose age on entry is under 21 years and that a separate scale, based on the General Division scale but not related to age, be formulated for new entrants to the service of the age of 21 or over, and that the National Executive Council be requested to initiate negotiations to this end.

Salaries for shorthand typists, typists and machine operators

27. *Northants County Branch :* That the National Executive Council, through the staff side of the National Joint Council, press for the establishment of a scale of salaries for qualified shorthand typists, such scale to be higher than the General Division, but the maximum not to exceed that of the Clerical Division.

28. *Northants County Branch :* That the National Executive Council, through the staff side of the National Joint Council, press for the establishment of a scale of salaries for qualified accountancy machine operators, such scale to be higher than the General Division, but the maximum not to exceed that of the Clerical Division.

29. *Middlesex Branch :* That the National Executive Council should immediately negotiate for the payment of " ability pay " for copy/shorthand typists established in the General Division in addition to the ordinary scale pay.

Provincial "weighting"

30. *Manchester Branch :* That this Conference instructs the National Executive Council to refer to the staff side of the National Joint Council, as a matter of urgency, the question of " weighting " the national scales of salaries in favour of the larger provincial towns in England and Wales.

31. *Birmingham Municipal Officers' Guild :* That the staff representatives of the National Joint Council be instructed to take steps to ensure that an appropriate percentage of London " weighting " be paid in the larger provincial towns where a similar differentiation applies in the Civil service.

32. *Coventry Branch :* That this Conference instructs the National Executive Council to instruct the staff side of the National Joint Council to negotiate for provincial " weighting," of an amount to be determined, to be applied to such large towns and cities together with their adjoining areas as the staff side may consider appropriate.

Promotion examination

33. *Newark Branch :* In view of the recognition of the intermediate examina-

tions of the I.M.T.A., I.C.A., or S.I.A.A., as promotion qualification for finance staffs, that all intermediate examinations of similar professional bodies enumerated in the list of examinations appropriate to the local government service be recognised as qualifications for promotion from the General Division in accordance with the motion passed by the 1949 Conference.

Charter—examination provisions

34. *Manchester Branch :* That this Conference directs the National Executive Council to take immediate action to implement the resolution approved by the 1949 Conference which sought alteration of the scheme of conditions of service to entitle an officer in the General Division to two increments in the age scale on passing the promotion examination or an accepted alternative.

Electricity—service conditions policy

35. *Bristol Electricity Branch :* That this Conference repudiates the action of the National Electricity Consultative Committee in refusing to accept the decision of Conference on an important issue of principle.

Salaries—shorthand typists

36. *River Trent Catchment Board Branch :* That the National Executive Council be and is instructed to press for an upward revision of the scale of salary paid to shorthand typists in the local government service, so that this scale is equivalent to that paid to shorthand-typists by the electricity supply industry.

Superannuation amendments

37. *Derby Branch :* That the National Executive Council be requested to take the first favourable opportunity to secure the amendment of the Local Government Superannuation Act, 1937, in order to give officers the option of retiring on pension at the age of 60 years, irrespective of years of service.

38. *River Trent Catchment Board Branch :* That the National Executive Council be and is instructed to press for an amendment of the Local Government Superannuation Act 1937, so as to provide for officers to have the optional right of retiring at the age of 60, irrespective of the years of service with a local authority, and to receive an appropriate superannuation allowance.

Adaptation of Association machinery

39. *National Executive Council :* That this Conference hereby approves and adopts the Report and Scheme presented by the National Executive Council on this subject and authorises the Council to proceed with the further steps indicated therein with regard to a new scale of subscription, percentage of rebate to branches and allocations to district committees, and revised set of Rules, for submission to Conference next year.

40. *Huntingdonshire Branch :* That this Conference notes with regret the increasing tendency of NALGO to welcome the staffs of nationalised industries to membership and takes the view that this tendency must militate against the interest of the local government officer as such.

It maintains that the time has now arrived for the membership to be limited to local authority staffs and should exclude members of nationalised industries and/or other bodies and instructs the National Executive Council to arrange accordingly.

41. *Scottish District Committee and Glasgow Gas Branch :* That this Conference deplores the atmosphere of secrecy surrounding the deliberations of the special committee on reorganisation. Believing that the strength of the Association stems from a well-informed and active membership, this Conference demands a structure which :

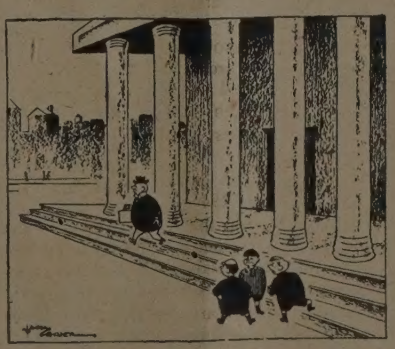
(1) provides for maximum consultation between the National Executive Council and the branches and districts ;

(2) requires regular reporting-back to district committees and branches, and in the fullest terms, of the activities of the National Executive Council between Conferences ;

(3) so streamlines the machinery as to minimise delay in dealing with matters before the National Executive Council ;

(4) recognises that the prerequisite to the foregoing desiderata is maximum autonomy for all sections within the framework of policy as decided by Conference, with direct vertical approach to national level as provided by the present system of consultative committees.

42. *Colchester Branch :* That, in the event of the constitution of the Association remaining as at present, a system of proportional representation over the country as a whole be adopted for the election of members of the National Executive Council, each separate nationalised body having power to elect representatives proportionate to its membership strength. Further, that this resolution be put into effect by alteration of the district boundaries, or by allowing each section to organise its own election, or by any other means as the National Executive Council thinks fit.



" Dad says he's the Borrow Treasurer. Fink we can touch him for freppence ? "

43. *Metropolitan Regional Hospital Boards' Branch :* That this Conference is of the opinion that the present constitution of the National Executive Council should be amended to provide for a fair proportion of seats to be allotted to national health service members, excluding those employed by local health authorities.

44. *Newport (Mon.) Electricity Branch :* That this Conference instructs the National Executive Council to give consideration to a policy designed to ensure that the best negotiating powers be obtained on the staff side of the joint committees at all levels in the electricity industry. Staff representation on both national and district joint councils should therefore be drawn from the most able and experienced NALGO negotiators irrespective of the branch of the service to which they belong.

45. *Glasgow and District Health Service Branch :* That this Conference resolves that the following proposals for the re-adaptation of the Association machinery be adopted :

(1) A national committee for each nationalised service be set up and empowered to :
  (a) convene an annual conference of each of the nationalised services prior to the Annual Conference of the Association for the purpose of deciding conditions within their respective services and carrying out the general policy of the Association in conjunction with other services and local authorities as decided by Annual Conference of the Association;
  (b) appoint the negotiators to the negotiating bodies.

(2) District service committees to be set up to consider all matters relating to the district, and receive reports from the national committees and notices of motion from the branches.

(3) The National Executive Council to be elected on a district basis by the overall membership of the Association.

(4) That contact be maintained at all levels (branch, district, and national) between all the services in the Association.

46. *National Executive Council :* That, notwithstanding Rule 23 of the Association's Rules and Constitution, the National Executive Council be empowered to determine the basis on which branches, district committees and sectional and professional organisations shall be entitled to appoint delegates to the Annual Conference to be held in 1951, subject to the preservation of the right of each branch, district committee and sectional and professional organisation to appoint at least one delegate to such Conference, it being understood that the Council shall submit an alternative to Rule 23 for consideration and approval by the 1951 Conference.

NOTE : Rule 23 is as follows :
The following shall be the proportion of

representation at a Conference :

(a) Each District Committee may elect not more than four nor less than two representatives.

(b) Each Branch may elect :

one representative for a membership not exceeding 50 ; two representatives for a membership over 50 but not exceeding 150 ; three representatives for a membership over 150 but not exceeding 250 ; four representatives for a membership over 250 but not exceeding 400 ; and so on with one additional representative for each further 150 members (or major proportion of 150 members) up to a maximum of twelve representatives.

For the purpose of this section the membership shall be as shown in the summary sheets for the previous year ended the 31st day of October and forwarded to the General Secretary in accordance with the provisions of Rule 12.

(c) Each Sectional and Professional organisation may elect one representative for a membership not exceeding 250, with one additional representative for a membership exceeding 250.

47. *National Executive Council :* That, notwithstanding Rule 50 of the Association's Rules and Constitution and any further increase in membership, the number of members of the National Executive Council elected in and for the several districts in consequence of that rule be limited to the number declared to be so elected at this Conference ; that such limitation have effect until the Annual Conference to be held in 1951, it being understood that the Council shall submit an alternative to Rule 50 for consideration and approval by the 1951 Conference ; and that Rule 50 cease to have effect in the meantime.

NOTE : Rule 50 is as follows :

The qualification for a District to elect members of the Council shall be as follows :

(a) A District shall be entitled to have one member on the Council.

(b) The qualification for a District to elect a second member shall be a membership of 2,500.

The qualification for a District to elect a third member shall be a membership of 5,000.

The qualification for a District to elect additional members shall be one member for each further 3,000 members.

(c) The total membership to be used for the purpose of this section shall be the membership figure at the 31st day of October.

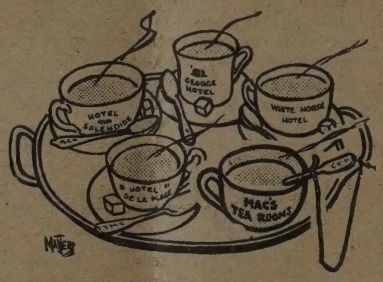
Salaries policy

48. *Coventry Branch :* That Conference rejects the "salaries policy" of the Association as adopted at the 1949 Annual Conference, and instructs the National Executive Council immediately to initiate a campaign with a view to achieving an all-round general increase in salaries, and to take such other measures as are necessary to achieve such object.

49. *Metropolitan District Committee :* In view of the fact that the present salaries in the local government and other services are based on the consolidation of the cost of living bonus in operation on 1st January 1945, the Conference instructs the National Executive Council to table immediately a claim for an increase in all salary scales commensurate with the rise in the cost of living.

50. *Southend on Sea Branch :* That Conference instructs the National Executive Council to take the strongest possible action with a view to securing a favourable revision of the Charter salary scales to meet the continued rise in the cost of living.

51. *Birmingham Municipal Officers' Guild :* That this Conference, viewing with grave concern the continued rise in the cost of living whilst salary grades remain the same, instructs the National Executive Council to campaign vigorously for an all-round rise in salaries.



Tea up, chaps !

52. *Glasgow Branch :* That this Conference, noting that promises of action by the Government and the Trades Union Congress to restrict prices and profits have not been fulfilled, considers itself free to press by all means possible for immediate all-round increases in salaries to meet the increased cost of living since 1947, as the only positive action which will bring about equality of sacrifice, and prevent large-scale unemployment with further cuts in living standards.

53. *Liverpool Branch :* That this Conference, realising the danger of a set-back to the national recovery caused by delay through protracted wage negotiations, instructs the National Executive Council to urge the Government of the day to take the necessary steps to speed up and improve the machinery for collective bargaining in local government, public utility undertakings, and industry generally.

54. *Middlesex Branch :* That the future policy of NALGO be not to accept national grading.

55. *Middlesex Branch :* That if NALGO accepts national grading as its future policy, it should be as minimum grading only.

56. *Middlesex Branch :* That if the national grading of posts is to remain NALGO policy, it should be accompanied by national grading of local authorities based on population and measure of responsibility, and the salary paid to the individual officer shall be the national award varied in ratio to the grading of the authority that employs him.

57. *Education Welfare Officers' National Association :* That this Conference regrets that the National Joint Council's interim award for education welfare officers has resulted in the payment to members of over 32 years of age of the very low commencing salary of £315 per annum and instructs the National Executive Council to take the first possible opportunity to obtain a final award for education welfare officers.

58. *Gosport Branch :*

(a) That in the opinion of Conference, the omission of building inspectors and surveyors from the list of special classes of officers whose salary grades are being considered by the National Joint Council, should be rectified ;

(b) That the National Executive Council be asked to take appropriate action immediately for the inclusion of these officers as a specialist class for grading by the National Joint Council in view of the large number of officers affected and their important responsibilities and duties.

59. *South Shields Branch :* That the National Executive Council make every effort to bring about a national grading of salaries in respect of rent collectors employed by local authorities.

Sickness payments

60. *Southport Branch :* That this Conference instructs the National Executive Council to press for the inclusion in the Scheme of Conditions of Service of the following clause :

" An officer who is absent through sickness on any statutory or general public holiday shall receive sickness payment and compensatory leave for such day."

61. *Nottingham Branch :* That this Conference considers that the practice of allowing three days of absence due to sickness before it becomes necessary to produce a doctor's certificate is in the interest of both employers and local government officers, and is in accordance with the spirit of the National Insurance Act 1946. It is recommended, therefore, that an amendment of the interpretation of the National Insurance Act be made as follows :

" That the following deductions shall be made from an allowance equal to full pay :

The amount of sickness benefit receivable under the National Insurance Act 1946 ; provided, however, that in any case where sickness benefit is, or may subsequently prove to have been, receivable in respect of the first three days of any sickness, the amount of benefit receivable shall be deducted from such pay only if such benefit has in fact been received in respect of any such period of three days."

Post-entry training—financial assistance

62. *Luton Branch :* That this Conference instructs the staff side of the National Joint Council to press for amendment of the Charter relating to grants for examination studies in order that each officer shall

have the option of receiving either :

(a) a monetary grant for examination successes as hitherto, subject to the deduction of any allowances received from other sources ; or

(b) assistance under the new scheme of financial grants to help officers to train and qualify.

Whitley councils for the national health service

63. *Metropolitan Regional Hospitals Board Branch :* That this Conference protests at the continued application of the scales of the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services Scheme of Conditions of Service to officers below the grades of secretary and assistant secretary in the national health service. It further protests at the delay in opening negotiations on behalf of the staff transferred to the national health service. Furthermore, it does not regard these negotiations as in any way affected by the policy on wages adumbrated by the government and the T.U.C. since the issue is one of complete reorganisation of grades and scales rather than the improvement of existing scales for existing grades.

Conference notes that the continued delay tends to discredit Whitley machinery and NALGO, and is liable to increase still further the difficulty of retaining and recruiting members, and demands that the National Executive Council forthwith brings pressure to bear at every level in order to bring the negotiations to a speedy and satisfactory conclusion.

Security of tenure

64. *Bognor Regis Branch :* That this Conference views with concern the possibility of dismissals of permanent local government officers for reasons other than those for which right of appeal is provided in the Charter, and in the absence of a positive form of security of tenure for local government officers generally, urges the N.E.C. to take the necessary steps to secure in the Charter a right of appeal to the appropriate provincial council in *all* instances of dismissal from whatever cause.

Public relations

65. *Metropolitan District Committee :* That, whilst welcoming the efforts of the National Executive Council to implement the Association's public relations policy, this Conference re-emphasises the importance of providing full information to members, thus stimulating participation in all Association activities, and again directs the attention of the Council to the need for more field work amongst and propaganda material for districts and branches.

Superannuation amendments

66. *Newport (Mon.) Branch :* That Conference instructs the National Executive Council to press for immediate action to be taken relating to pensions for officers' widows on the lines of the provision recently made in the civil service.

67. *Surrey County Officers' Branch :* That this Conference, being concerned (a) at the slow progress of the discussions with the local authorities' associations for agreement upon comprehensive amendments to the Local Government Superannuation Act 1937, and there being no indication of an early agreement ; and (b) at the anomaly created by the extension of the benefit—inter alia—of a widow's pension under the National Health Service (Superannuation) Regulations 1947 to certain local government officers ; and being of opinion that the following proposal is not likely to be opposed either by the Government or the local authorities, directs the National Executive Council to secure early legislation providing for the widow's pension benefit as applied under the national health service superannuation scheme for the benefit of certain local government officers to be extended to all officers who are subject to the Local Government Superannuation Act 1937.

68. *Birmingham Municipal Officers' Guild :* That the National Executive Council be urged to press the Minister of Health to bring in legislation to provide for pensions for the widows and orphans of present and future male officers of local authorities comparable to that operating in respect of officers of the new nationalised boards and hospital committees.

69. *Denbighshire County Branch :* That this Conference urges the National Executive Council to redouble its efforts to secure amendments to the 1937 Superannuation Act so as to ensure payments to the widow or other dependant of a local government officer *at any time* before reaching superannuable age, and that the question of increasing the employees' contributions to the fund be seriously considered, in the event of the breakdown of all other negotiations.

70. *Newport (Mon.) Branch :* That this Conference requests the National Executive Council to submit a strong recommendation to the National Joint Council for Local Authorities' Administrative, Professional and Technical Services that a paragraph in the following terms shall be included in the Scheme of Conditions of Service, viz :

" That an employee having once passed a medical examination required by a local authority for entry into a superannuable post in the local government service shall not at any later date be required to pass another medical examination upon transfer from one local authority to another."

Holiday centres

71. *Cardiff Branch :* That in the opinion of this Conference, the books for all the NALGO Holiday Centres during the month of August each year should be allocated first to members with children of school age.

72. *Newcastle upon Tyne Branch :* That this Conference deprecates the inclusion as a " condition of reservation " condition No. 1 on the form of application for accommodation, the effect of which is to deny the common law right of a member suffering injury or damage whilst at a holiday centre to prosecute a claim for damages against the Association, and calls for the immediate withdrawal of the " condition."

NOTE : The condition referred to reads :

" This application is made and accepted subject to the following expressed conditions :

(1) The Association shall not be liable to any of the persons whose names appear hereon for any injury or damage to the person, health or property however caused or sustained notwithstanding that such injury or damage may be caused by or is due to the negligence, default, act or commission of the Association or of any of their employees, agents, visitors or invitees."

B. and O. fund—national assistance

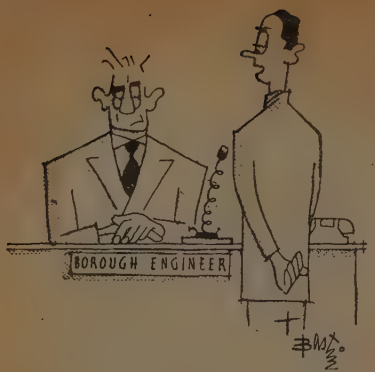
73. *Salisbury Branch :* That this Conference regards the assessment of voluntary contributions by benevolent and orphan funds for purposes of national assistance as a monstrous imposition, discouraging self-help and charity, and instructs the National Executive Council to make strong representations to the National Assistance Board to secure either (a) that voluntary payments by such funds should be free from assessment ; or alternatively (b) that the free limit should be raised from 10s. 6d. to £1 1s. per week.

Knole Lodge

74. *Glasgow Gas Branch :* That in order to make the excellent facilities provided at Knole Lodge available to the widest circle of members this Conference agrees that an allowance equal to the amount of the excess fare shall be made to members in respect of third-class rail travelling expenses where they exceed three pounds ;

A LAYMAN'S GUIDE TO PLANNING

Determination of development charge



" You rang, Sir ? "

and that it instructs the National Executive Council accordingly.

University graduates

75. *West Bridgford Branch :* That this Conference is concerned at the apparent preference being given to university graduates in recent salary recommendations and instructs the National Executive Council to press in future negotiations for equality of grading irrespective of the type of training undergone?

Office hours

76. *Lindsey County Officers' Branch :* That this Conference recognises that the five-day week cannot be applied generally to the local government service, but requests the National Joint Council to amend paragraph 9 of the Charter to provide that local authorities shall arrange for officers to take Saturday mornings off at intervals not exceeding one Saturday morning in four without a reduction of the 38-hour week.

77. *Hackney Branch :* That this Conference instructs the National Executive Council to take such action as is necessary through National Whitley machinery to adjust paragraph 9 of the Charter so that, retaining the 38-hour week, officers are allowed alternative Saturdays off duty.

Paragraph 9 reads : Normal hours of duty in offices of local authorities shall be 38 per week.

Officers whose duties involve regular evening attendance in connection with meetings of councils and committees, shall be granted compensatory leave of absence at the convenience of the department, except in cases when such circumstances are reflected in the officer's recognised conditions of service, and are specially referred to in the officer's terms of appointment.

Overtime

78. *Leeds Branch :* That this Conference instructs the National Executive Council to approach the National Joint Council to amend the Charter rate of overtime payments so that *all* overtime worked shall be paid at the rate of one-and-a-quarter plain time rates of salary.

79. *Newark Branch :* That all payment for overtime to officers in receipt of basic salaries up to £495 be made on the basis of time-and-a-quarter rates of salary for weekdays and time-and-a-half for Sundays and bank holidays.

80. *Gateshead Branch :* That the National Executive Council be instructed to seek an amendment to paragraph 10 of the scheme of conditions of service to ensure that the basic salary above which overtime payments are payable shall be raised to £610.

Paragraph 10 reads : Work in excess of the normal 38 hours per week shall be discouraged by employing authorities.

If, nevertheless, overtime is found to be unavoidable and previous approval thereto by the employing authority has been given, payment shall be made on the following basis :

(a) the normal weekly salary received by the officer shall be divided by 38 to ascertain the hourly rate of overtime ;

(b) for each of the first ten hours of overtime in any week payment shall be made at plain time rates of salary, provided that the minimum overtime payment to junior officers for overtime of not less than one hour on any one day shall be 1s. 6d. ;

(c) for each hour of overtime in excess of ten payment shall be at the rate of one and a quarter plain time rates of salary ;

(d) extra time of less than one hour on any one day shall not rank for overtime payment ;

(e) overtime payment shall not be made when subsistence allowances are payable under paragraph 19.

Details of overtime worked shall be regularly reported to the Establishment Committee and the employing authority.

Chief officers and their deputies and other comparable officers, as well as officers with basic salaries in excess of £495 shall not be eligible for overtime payments.

81. *Hackney Branch :* That this Conference instructs the National Executive Council to press for the amendment of paragraph 10 of the National Scheme of Conditions of Service so that overtime is payable to officers in receipt of salaries up to £760 per annum and that overtime from one to three hours in any one week be paid at plain time rates of salary and overtime in excess of three hours be paid at the rate of one and one quarter plain time rates of salary.

Annual leave

82. *Lindsey County Officers' Branch :* That the National Joint Council be pressed to amend paragraph 11 of the Charter to provide that Saturday shall not be regarded as a full working day.

Paragraph 11 prescribes the following scale of annual leave : Juniors up to age 21, 12 working days ; General Division Officers over 21, 15 working days ; Other Officers up to and including Grade A.P.T. V, 18 working days; Officers in grades A.P.T. Va–VIII, 21 working days: Officers with salaries over £760, at discretion of employing authority, and adds : " Saturday shall be regarded as a full working day for the purpose of this regulation."

83. *Plymouth Branch :* That for the purpose of calculating annual leave entitlement Saturday morning shall be reckoned as a half-day.

84. *Poole and District Branch :* That this Conference instructs the National Executive Council to re-open negotiations with the National Joint Council for the amendment of the general conditions of service in connection with annual leave so that Saturday shall be regarded as half a working day for the purpose of calculating days of holiday.

85. *Metropolitan District Committee :* That this Conference considers the existing scale of leave provided by the National Scheme of Conditions of Service to be inadequate, and notwithstanding previous negotiations, requests the National Executive Council to take steps for a resumption of negotiations for improved conditions in this respect.

86. *Hackney Branch :* That, notwithstanding previous negotiations, it is the opinion of Conference that the leave scale as set out in paragraph 11 of the National Scheme of Conditions of Service is inadequate and this Conference instructs the National Executive Council to take steps to amend the National Charter so as to provide the following scale of annual leave :

Officers in all Grades up to A.P.T. V, 18 working days.

Rising after five years' service to 21 working days.

Officers in Grades A.P.T. V(a) to VIII, 21 working days.

Officers in Grades IX and X at the discretion of the employing authority.

Special leave

87. *Gateshead Branch :* That the National Executive Council be instructed to seek an amendment to paragraph 12 of the scheme of conditions of service to ensure that where leave is granted to an officer to attend meetings of provincial councils or other similar joint committees, such leave shall be leave with pay.

Paragraph 12 provides inter alia that " Additional leave with or without pay, may be granted in special circumstances at the discretion of the employing authority "

88. *Scottish District Committee and Lanarkshire Branch :* That this Conference views with dismay the practice of certain local authorities to allow members attending district committee meetings and Conference leave of absence without pay or that the time spent at these meeting be deducted from the annual leave of members and requests the National Executive Council to arrange for payment by NALGO of any salary so lost.

Motor car allowances

89. *Kesteven Branch :* That this Conference instructs the National Executive Council to take immediate steps to obtain an increase in the motor car travelling

allowances paid to local government officers, in view of the increase in motoring costs.

90. *River Trent Catchment Board Branch :* That the National Executive Council be and is instructed to press for the restoration of the guaranteed annual minimum payment plus a mileage rate according to horse power, as set out in the addendum to the Charter provisions for motor car allowances, subject to a deduction from the mileage rate of such a sum as bears the same proportion to the original mileage allowance as the possible mileage allowed on the basic ration from time to time bears to 3,600 miles.

Staff welfare

91. *West Midland District Committee and Birmingham Municipal Officers' Guild:* That this Association be requested to discuss, with other federations representing non-industrial workers, the ways and means of obtaining the immediate enactment of a statutory code similar to that set up for factories, including such matters as proper working space, ventilation, lighting, underground rooms, washing facilities, etc.

Salary scales

92. *Middlesex Branch :* That the National Executive Council be informed that, as grades of salary providing only three annual increments do not offer a career to local government officers, arrangements should be made to negotiate conditions of service which offer reasonable prospects.

Increments

93. *Barking Branch :* That this Conference is of the opinion that when the revision of the Charter salary scales is under consideration an endeavour should be made to increase the amount of the annual increment, and where necessary grades should be amalgamated accordingly.

Grading

94. *Tottenham Branch :* That the National Executive Council be directed to undertake a review of the A.P.T. grades with a view to :

(a) obtaining a reduction in the number of such grades, within the existing salary limits, and

(b) eliminating the overlapping of the grades.

Charter as a minimum

95. *Middlesex Branch :* That this Conference reiterates that the Charter conditions and salary scales are minima and would welcome local negotiations resulting in improved conditions, thus giving the National Executive Council "leverage" in national negotiations.

96. *Coventry Branch :* That this Conference instructs the National Executive Council to authorise and encourage branches to negotiate local improvements to the Charter.

97. *Coventry Branch :* That this Conference reiterates the policy laid down in 1948 to regard the Charter as a minimum.

Salaries—A.P.T. grades

98. *Middlesex Branch :* That the attention of the National Executive Council be brought to the salary scales being offered by the Inland Revenue (both district valuers' and valuation officers' branches) and by the nationalised boards with which scales the A.P.T. scales compare extremely unfavourably, and to the fact that, if the local government service is to attract and keep professionally qualified staff, this can only be done by wholesale amalgamation of the A.P.T. grades.

Payment of tax on "weighting"

99. *Middlesex Branch :* That the National Executive Council be requested to consult with other trade unions that have negotiated salary scales on a national basis (e.g. the civil service unions) with a view to informing H.M. Treasury that "weighting," representing as it does the additional cost of living in certain urban areas, is, in relation to the national scales, payment for additional expenses, and is therefore not income and should be non-taxable.

Service increments

100. *Southampton Branch :* That this Conference directs the National Executive Council to formulate a scheme of long-service increments to be applied to all grades after attaining the grade maximum, and to submit such scheme to the next Conference.

101. *Bristol Branch :* That this Conference recognises that large numbers of officers will find themselves at the maximum of the General and Clerical Divisions for long periods without any prospect of promotion and that this is a condition which leads to apathy and discontent. It therefore instructs the National Executive Council to prepare a scheme for submission to the National Joint Council to amend the Charter, to provide for service payments or rewards to officers who have given satisfactory and efficient service and remained at the maximum of the General and Clerical Divisions or their previous equivalent for prolonged periods.

Annual reports

102. *Tottenham Branch :* That the National Executive Council be directed to take the necessary steps to obtain the deletion of clause 24 from the National Conditions of Service.

Clause 24 reads : In order that the qualifications of officers who are considered for promotion may be systematically recorded and readily available, and in order that such qualifications may be estimated in accordance with a common standard, there shall be introduced a system of annual reports. Reports are to be made to a Certifying Officer (officer in charge of the section or group in which the officer to be reported on is working) and countersigned by the Head of the Department. The annual reports shall be submitted to the Establishment Committee of the employing authority by the Clerk, and it shall be the duty of the Clerk to secure that the reports are systematically prepared in accord with a common standard. An adverse report shall be shown to the officer concerned. This system shall apply to all officers within the salary scales subject to the reservation that in the case of officers with salaries above £560 per annum it will be open to the Local Authority to waive the use of annual reports at their discretion, if circumstances render such a course desirable.

Promotion to higher grade

103. *Glamorgan Branch :* That this Conference would strongly deprecate the introduction of a further promotion examination as a qualification for promotion to grades above clerical officer.

Promotion from General Division

104. *Hackney Branch :* That this Conference instructs the National Executive Council to take such action as is necessary to obtain the deletion of paragraph 28 from the Charter.

Paragraph 28 reads : A General Division officer shall not be eligible for promotion to a higher grade unless he or she has passed the promotion examination or has secured such qualification as is recognised by the Local Government Examinations Board as an alternative to the promotion examination. Compliance with either or both of these conditions will establish an officer's eligibility for promotion, but promotion can only be effective when a suitable vacancy arises. The National Council has established a suitable promotion examination, together with the necessary machinery. The Council and the Local Government Examinations Board have approved a First List of Examinations recognised for promotion purposes . . .

Recognition of examination successes

105. *Kidderminster and District Branch :* That this Conference instructs the National Executive Council to press for an amendment of para. 29 of the National Charter to equate the scale of monetary recognition in respect of these professional examinations which involve the passing of two or more parts not especially classified as intermediate and final, to the scale already laid down, so that an officer succeeding in passing the whole of an appropriate professional examination should receive a total grant of £45.

Paragraph 29 reads : The gaining of Intermediate or Final Examination Diplomas usually recognised by local authorities and applicable to the department in which the officer concerned is employed should be recognised by a monetary grant of £15 in respect of the Intermediate Examination and of £30 in respect of the Final Examination unless the possession of the particular diploma is a condition of the appointment.

Mobility in the service

106. *Leeds Branch :* That this Conference deplores the attitude of the Association of Municipal Corporations towards the freedom of mobility of local government officers within the service, and instructs the National Executive

Council to take up the question of the giving of references and the short-listing of officers, with all local authorities.

Insurance of officers

107. *Wallingford Branch :* That the National Executive Council be instructed to take steps to secure adequate insurance protection by employing authorities of all officers who by personal contact with the public are exposed to personal injury or injury to their property, and that such provision be made a compulsory condition of service.

Electricity—area boards

108. *Bristol Electricity Branch :* That Conference instructs the National Executive Council to examine the structure, administration and policy of the British Electricity Authority and area boards, with a view to (a) increasing efficiency and (b) considering whether the best interests of consumers and employees are being served under the existing administration.

Civil defence

109. *Ealing Branch :* That this Conference instructs the National Executive Council to take all possible steps to prevent the conscription of local government officers for civil defence purposes except as part of a scheme applying to all sections of the population.

Salary scales of N A L G O staff

110. *Heston and Isleworth Branch :* That this Conference considers that there is no objection to copies of the staff salary scales of the Association, but not details of individual salaries, being supplied to any branch requiring same.

Title of the Association

111. *Leeds Hospitals Branch :* That this Conference considers that the title of the Association be changed.

Subscriptions

112. *Scottish District Committee and Renfrew Branch:* That this Conference, being of opinion that the present rates of subscriptions payable in respect of membership of the Association are disproportionate to the earnings of members, particularly in the case of juniors, recommends that in framing new rates of subscription the National Executive Council should bear in mind the need for keeping subscriptions of the lower wage groups as low as possible.

113. *Leeds Hospitals Branch :* That this Conference considers that in the event of any revision of the scale of subscriptions for members which necessitates an increase in the rate, no increase be made in scales 1, 2 and 3 viz :

Salary	*Monthly Rate* s. d.
Not exceeding £52 per annum	6
Exceeding £52 but not exceeding £120	1 1
Exceeding £120 but not exceeding £260	1 8

District committee rebate

114. *Yorkshire District Committee :* That this Conference instructs the National Executive Council to increase the rebate due to the Yorkshire District Committee by half per cent. in view of the increased expenditure of the committee.

Annual report—date of publication

115. *Bristol Branch :* That rule 27(c) be amended to provide that the Annual Report of the Council shall be issued to district committees and branches not later than 15th February in each year.

Rule 27(c) reads : The Agenda shall be published in the April issue of the official journal and the Report of the Council shall be issued to the representatives simultaneously with the publication of the Agenda.

Rule 82—legal assistance

116. *National Executive Council :* Delete Rule 82 and substitute :

"Where a claim for damages is made against a member of the Association in respect of something done by him in the course of carrying out his duties as a local government officer which involves, or appears likely to involve, his being made a defendant in a civil action, the National Executive Council may give to the member complete indemnity in respect of the defence of the action and the payment of any damages or costs awarded against him or which, with the approval of the Council, he has agreed to pay in settlement of the claim."

Standing order No. 5

117. *National Executive Council :* Insert before (a) :

"(a) That, immediately a motion is called, a member of the National Executive Council shall announce whether the Council supports or opposes the motion and any amendment thereto."

In line 19 substitute "(g)" for "(f)," and in line 23 substitute "(h), (i) or (j)" for "(g), (h) or (i)."

New standing order

118. *National Executive Council :* Insert after Standing Order No. 19 :

"20. If the President shall not have been inducted by 4 p.m. on the last day of Conference, all business of Conference then outstanding (other than votes of thanks) shall stand referred to the National Executive Council, and Conference shall at that time proceed to the induction of the President."

Benevolent and Orphan Fund rules

119. *National Executive Council :* That the following amendments be made to the Rules of the Benevolent and Orphan Fund :

In Rule 3 substitute the word "distressed" for the word "distressing" ;

In Rule 4 (ii) insert after the word "provision" the words "for the attainment of the objects set out in Rule 3."

Rule 3 of the B. and O. Fund reads : The objects of the Fund shall be to afford, in cases of poverty or distressing circumstances, assistance to the following classes of persons : (1) members ; (2) bona-fide dependants of members ; (3) bona-fide dependants of deceased members ; (4) members of the Association ; (5) bona-fide dependants of members of the Association ; (6) bona-fide dependants of deceased members of the Association ; (7) past members of the Fund or the Association who have left the local government service and who at the date of leaving the local government service were members of the Association ; (8) bona-fide dependants of past members of the Fund or of the Association.

The Council may at their discretion refuse to grant assistance in any case and shall not be bound to assign any reason for so doing.

Rule 4 reads : The Council may, out of the Fund :

(i) lease, acquire, endow or maintain : (a) a Convalescent Home or Homes ; (b) a Rest Home or Homes ; (c) an Orphan Home or Homes ; and (ii) make such other provision as they may from time to time determine.

Conference Sports

Bowls, tennis, and golf tournaments.

ALTHOUGH the annual conference is a real *working* conference, delegates must relax occasionally, and an opportunity for this is given on the Monday of Conference week, June 12, when Eastbourne branch hopes that delegates —and non-delegates from towns in Sussex—will take part in the annual tournaments for the bowls, tennis, and golf trophies.

The bowls trophy will be played for in Princes Park (at the eastern end of the town) on greens which are among the best in the south of England. Princes Park also contains a model-yacht and boating lake, a miniature golf course, and a tea pavilion.

The Downs golf club, where the golf competition will take place, offers many natural hazards and is a thoroughly sporting course, with magnificent views of the downs and Beachy Head and across to Hastings and Battle.

The tennis tournaments—one for the ladies and one for the men—will be held in Devonshire Park, on courts used for the annual South of England Championships. Devonshire Park adjoins the Winter Gardens, where Conference will be held. The nature of the tennis competitions—they are on a "knock-out" basis—might restrict the number of players, but a full entry is hoped for.

Non-delegates from towns near Eastbourne—Hastings, Brighton, Worthing, or from farther afield—are invited to compete in these events. Souvenirs are awarded to winners and runners-up. The entrance fee for each tournament is four shillings, and entry forms may be obtained from Headquarters.

Service conditions news

National Executive

REVIEW OF SALARIES POLICY THIS MONTH

AT ITS meeting in London on March 11, NALGO's National Executive Council approved the annual report and preliminary agenda for Conference, appointed a new deputy general secretary, and confirmed the proceedings of the January meetings of its standing committees, most of which were reported in the February "L.G.S." Outstanding items raised included:

Salaries Policy: A fighting maiden speech from a comparatively new member, urging the council to press for an all-round increase in salaries, secured postponement of consideration of a resolution of the service conditions sub-committee to the effect that subsequent developments did not justify any modification of the service conditions policy approved at the 1949 Conference. Further discussion was deferred until the next meeting, on April 15, when the council will consider its policy towards the notices of motion submitted for this year's Conference.

Grading of Building Inspectors and Surveyors: As the result of further information received since it decided, at its January meeting, that it would not be in the best interests of these officers to seek a standard grading for their posts, the service conditions committee is to look into the question again and report back to the next meeting of the full council.

National Council of Women: In view of the fact that this body recently adopted resolutions on political matters, the N.E.C. is to consider whether it should continue to be represented on it. In the meantime, district committees are being asked to defer action on a recent Headquarters' circular recommending them to urge individual women members to join the National Council.

Film on Equal Pay: The Council rejected a request from its equal pay campaign committee that it should reconsider its previous decision not to encourage individual members to make personal contributions to the cost of the proposed film.

Right of Appeal: Several members alleged that a recent interpretation by the local government National Joint Council of paragraph 39 of the Charter, to the effect that an officer whose post is not regraded in a review of establishment by an employing authority, has no right of appeal, had taken away a valuable right. It was pointed out, however, that the right claimed had never existed, although a few districts had assumed it and taken action on it. The only persons who might suffer would be non-union members who had been taking advantage of machinery towards which they made no contribution. The interests of all NALGO members were well protected by clause 11 of the constitution of a provincial council (which provides for an appeal to the provincial council in the event of any difference between a local authority and its officers arising out of a decision of the national or provincial council). *Bona fide* appeals, supported by branches—which were the only appeals with which NALGO could be concerned—were being dealt with satisfactorily under that clause.

Looseleaf Compendium: It was decided, subject to proof of adequate demand among branches, to publish a looseleaf compendium of information about the Association, to be sold to branches at an initial charge of 12s. 6d. each, with an annual subscription of approximately 5s. to cover the cost of amendment sheets.

Medical and Nursing Staffs—Legal Aid: The Council decided not to grant legal aid to any member employed on medical or nursing staffs who is joined as a defendant with a hospital authority, in circumstances where that authority is authorised to undertake the member's defence, until the member has asked the authority to see to his or her defence and the result of his request is known. The purpose of this decision is to ensure that local authorities do not escape their obligations. Should, however, a member prefer NALGO to defend him on a particular issue upon which he is not confident of adequate defence from the authority, his application would receive normal consideration. The new policy does not, therefore, deprive any member of his or her right to NALGO's legal defence service.

Other matters before the Council, but not previously reported, included:

Convalescent Home in the North: The Council approved the action of the Benevolent and Orphan Fund committee in seeking premises for a convalescent home in the north and in investigating the possibility of making reciprocal arrangements with other Friendly Societies and similar organisations for the convalescent home treatment of members there.

Conference 1951: Next year's annual conference is to be held in Blackpool, during the week beginning June 11.

NALGO Diaries: It was agreed that, next year, only season-ticket type diaries would be offered to members.

Resignation of J. W. Moss: The Council received, with regret, a letter of resignation from J. W. MOSS, vice-chairman of the service conditions committee and chairman of the staff side of the local government N.J.C., and placed on record its appreciation of his services. (See page 121.)

Appointment of Deputy General Secretary: The Council appointed W. C. ANDERSON, LL.B., NALGO's legal officer, as deputy general secretary on the retirement on April 18 of the present deputy, HADEN CORSER. (See page 115.)

Presentation to Haden Corser: The President and members of the Council bade farewell to the retiring deputy general secretary, and paid tribute to his valuable services over the past thirty years. Mr. Corser was presented with a cheque for £532 18s. 6d., representing contributions so far received towards the national testimonial fund.

Welcome to New Member: A warm welcome was extended to H. MATHER, new representative from the north-western district, who took his seat in council for the first time. He is to serve on the public relations, law and parliamentary, and general purposes committees.

Transport Service

JOINT COUNCIL FOR CANALS STAFFS

by JOHN LANCASTER

THE CONSTITUTIONS of the National Joint Council and divisional joint councils for staffs employed by the Docks and Inland Waterways executive were approved at the inaugural meeting of the N.J.C. on March 7.

The constitution of the N.J.C. provides for a council of not more than 16 members, eight appointed by the executive, and eight by the trade unions recognised as appropriate by the Transport Act, 1947. In view of the small number of officers involved, equal representation between the unions was agreed, with the result that NALGO, the Transport and General Workers' Union, the Railway Clerks' Association, and the National Union of Railwaymen each has two seats. The main provisions of the constitution are:

Objects: The objects of the National Joint Council shall be to promote the best possible relations and to secure the

greatest possible measure of agreement between the executive on the one hand and the unions and their members on the other.

Functions : The functions of the National Council shall be :

1. To settle by negotiation the terms and conditions of employment of administrative, professional, technical, supervisory, and clerical grades with basic rates or salary scales up to and including £630 a year ;
2. To consider, approve, or refer back the minutes of, or reports or recommendations made by, divisional councils and to determine any matter upon which divisional councils have failed to agree and which has been referred to the National Council by the divisional council concerned ;
3. To ensure that the divisional machinery is properly maintained ;
4. To consider such cases as may be referred to it by the divisional council : in default of settlement the matter being referred to arbitration ;
5. To refer to divisional councils any matter which will assist the carrying out of the functions of the national council ;
6. To give guidance if required on any matter referred by a divisional council ;
7. To consider measures for encouraging the inclusion of the staff of the executive in their appropriate trade union, and for securing the loyal observance by them of trade union collective agreements ;
8. To call for and consider statistics and information on matters concerning the terms and conditions of employment of administrative, professional, technical, clerical, and supervisory grades engaged in the industry or any other industry.

It is possible that these functions may later be extended to cover the education, training, and welfare of affected staffs.

Divisional Councils

A divisional joint council for each of the waterways divisions of the executive is to be established on June 1. Each council will comprise eight members, four on the employers' side and four on the staff side. The objects of the divisional councils will be the same as those of the National Council. Their functions are :

1. To ensure that the terms and conditions of employment settled from time to time by negotiations, conciliation, or arbitration through the machinery of the National Council are observed in the divisions by the executive and the unions and the members of the unions ;
2. To consider any matters in relation to terms and conditions of employment that may from time to time be referred to the divisional council by the National Council ;
3. To inquire into any difference that may arise or be apprehended between the executive and the unions or any of them concerning terms and conditions of employment of staff covered by the agreement in the divisions, and in connection therewith :

(a) To investigate the full facts as affecting all the parties between whom the difference has arisen in order to arrive at an agreed decision for the settlement of such difference ;

(b) To make and communicate to the parties the decision of the divisional council thereon ;

(c) To use all available means for settling the difference ;

(d) To refer the difference to the National Council at the request of a majority of either the executive representatives or the union representatives in case the divisional councils are unable to settle it. Provided that any recommendations made under the provisions of this clause shall be in conformity with the terms and conditions of employment settled from time to time by negotiation, conciliation, or arbitration through the machinery of the National Council, and it shall be competent for that National Council to veto any recommendation which is not in such conformity.

Arbitration Clause

It has also been agreed that any difference between the two sides of the N.J.C. shall be referred to the Industrial Court or agreed tribunal for arbitration and that the decision reached shall be binding upon both the executive and the unions and their members. Similarly, the decision of the N.J.C. on any differences referred to it for determination by divisional joint councils shall be binding upon both employers and staff.

There shall be no lock-out, withdrawal of labour, or interference with the workings of the executive until the negotiating and arbitration machinery has been fully utilised.

Provisions of the agreement may be amended by mutual consent from time to time, and the whole agreement may be terminated by either side subject to six months' notice in writing.

Officers of the Council

At the inaugural meeting, SIR REGINALD HILL, chairman of the executive, welcomed the establishment of the N.J.C., saying that it would be instrumental in placing the canals and their staffs in their rightful position in the industry. JOHN DONOVAN, Docks and Inland Waterways Executive, was elected chairman of the N.J.C. for the next 12 months. His vice-chairman will be J. P. WEBBER, Railway Clerks' Association, who is also staff side chairman. The joint secretaries are—A. JOHNS for the employers' side, and G. E. AKROYD, T. & G.W.U. for the staff side.

Scottish Passenger Staffs

An agreement operative from the first full pay week of this year, has been signed by NALGO and the Scottish group of companies—comprising Scottish Omnibuses, W. Alexander and Sons, Western S.M.T. Co., and Central S.M.T. Co. and subsidiary companies, governing salaries and service conditions of clerical staffs, including clerical supervisory staffs. It covers grades up to £500 a year and includes provision for holidays, sick pay, and overtime payments.

The agreement also establishes appeals machinery which ranks amongst the finest yet negotiated for company-controlled passenger transport staffs, and which I regard as most satisfactory in the absence of national negotiating machinery.

Another pleasing feature is the establishment of the Scottish Joint Consultative Committee, on which all grades of employees are represented through their trade unions. Its functions include training, education, welfare, and the promotion of the general efficiency of the industry. Altogether, it represents a notable advance for Scottish passenger transport staffs, which NALGO will maintain and endeavour to improve.

Health Service

APPEALS MACHINERY APPROVED

by G. W. PHILLIPS

THE GENERAL COUNCIL has now agreed upon the procedure for settling differences over conditions of service. An employee who is aggrieved in any matter affecting his conditions of service (other than dismissal or disciplinary action) has a right of appeal to his employing authority (that is, the authority by which he was appointed) and of appearing personally before it, alone, with a representative of his professional organisation or trade union, or with a friend not appearing in a professional capacity. He may first bring the subject of his appeal before any committee, sub-committee, or joint committee of the authority, without prejudice to the right of appeal to the authority.

Where, after an appeal to the authority, the employee is still aggrieved, his professional organisation or trade union (*provided it is represented on the Whitley councils for the health services or is otherwise a nationally recognised negotiating body*) may appeal on his behalf to the regional appeals committee, provided the appeal is lodged within three months of the receipt by the employee of the decision on the appeal made to the employing authority. An appeal lodged after this time cannot be considered unless the joint secretaries of the appeals committee agree. If, however, the employing authority, having notified its decision, continues any discussions or negotiations in the matter with the officer or his trade union or professional organisation, the period

of three months does not begin until a final decision has been communicated.

The agreement sets out the manner in which the regional appeals committee is to be established and prescribes that an appeal shall be heard as soon as possible and, in any event, within two months from the date on which it is received by the joint secretaries.

Should the committee fail to reach a decision, either party may refer the dispute, within three months, to the appropriate Whitley council, which must hear it as soon as possible, and in any event within two months of the date on which the reference is made. Should it also fail to reach a decision, either party may refer the dispute to arbitration in accordance with the terms of any arbitration agreement which may be made by the General Council.

Maternity Leave

The Council has reached agreement on maternity leave for married women officers in the service. The agreement, of which details have been sent to branches, provides for 13 weeks' leave, four on full pay (less maternity allowance) and nine on half pay (plus maternity allowance) for women with at least 12 months' service. Grant of maternity leave to unmarried officers is left to the discretion of the employing authority.

Nurses' and Midwives' Council

Details of the revised rates of remuneration for ward sisters, charge nurses, staff nurses, and enrolled assistant nurses in fever hospitals, sanatoria, tuberculosis hospitals and wards, and in the treatment of venereal diseases, and of part-time nurses in the above hospitals and in mental hospitals and mental deficiency institutions, together with guidance notes on assimilation, meals and uniform allowances, and allowances during annual and sick leave, are contained in N.M.C. circular 5, copies of which have been sent to health service branches. Examples of the salary scales for nurses in fever hospitals are :

	Women		*Men*	
	£	£	£	£
Ass. Nurse	285 × 12½—385		300 × 12½—400	
Staff Nurse 1	315 × 12½—415		325 × 12½—425	
Staff Nurse 2	302½ × 12½—415		312½ × 12½—425	
Wd. Sister 3	375 × 15 + 20—500		385 × 15 + 10—500	

NOTES : 1. S.R.N. and R.G.N. (Scotland); 2. R.F.N. only ; 3. S.R.N. or R.F.N., R.G.N. or R.F.N. (Scotland). The equivalent category to ward sister in the men's grades is charge nurse. Assistant nurses and staff nurses pay £120 and ward sisters and charge nurses pay £130 to the hospital when board and lodging, personal laundry, and uniform are provided.

Nursing Assistants

The following revised salaries for nursing assistants operative from February 1, 1949, have been agreed :

CLASS II.

Men aged 21 and over : £240 × 10—£260 ; entering at 20 : £235 × 10—£255 ; entering at 19 : £230 × 10—£250 ; entering at 18 : £225 × 10—£245.

Women (any age) : £225 × 10—£245 ; less in each case a charge of £100 for board and lodging.

Male nursing assistants entering the service under 21 will proceed after three years in Class II direct to the minimum of the Class I scale.

CLASS I.

Men : £290 × 12½ + 10—£400.

Women : £275 × 12½ + 10—£385.

less in each case a charge of £120 for board and lodging.

The agreement will contain a "no detriment" clause.

National Consultative Committee

Many matters affecting health service staffs were raised at a meeting of the health service National Consultative Committee, held at Headquarters on February 18. They included :

Student medical laboratory technicians : It was reported that the student technician who intends to qualify by taking the appropriate examination is classified as professional and thereby brought into the superannuation scheme.

Pedal cycle allowances : NALGO is to seek an agreement for the payment of allowances to officers required to use their own cycles on duty.

Payment of salaries : NALGO will seek provisions allowing officers in the General Division to have their salaries paid weekly or monthly, as they prefer.

Home sisters, hostel wardens, and domestic supervisors : A request from the General Council for observations on the appropriate functional council to deal with these officers was referred to the NALGO representatives on the administrative and clerical and the nurses' and midwives' councils.

Fever and T.B. nurses above ward sister : It was reported that the management side of the Nurses' and Midwives' Council had agreed to consider the salaries of nursing assistants as a matter of urgency, and that negotiations in respect of staff above ward sister were continuing, with the promise that any agreement reached would date back to February 1, 1949. The management side has refused to consider the position of domiciliary staff, and the two sides of the Council have agreed to submit a dispute on this matter to the Industrial Court.

Membership of Hospital Management Committees : It was reported that, at the request of the Leeds Regional Hospital Board, NALGO had submitted twelve nominations for membership of hospital management committees in the board's area. The Ministry of Health has ruled that, while an employee of a hospital management committee may not be a member of the committee employing him, he may be a member of any other management committee.

Staff Vacancies : It was agreed to inform the NALGO representatives on the Administrative and Clerical Staffs' Council of the committee's view that vacancies on the staff of a hospital board or management committee should, wherever possible, be filled by internal promotion. Where there was no suitable candidate on the staff, the vacancy should be notified first to staff in the board's area, and only where such notification failed should it be generally advertised.

Superannuation : On the suggestion of the South Wales and Monmouthshire district consultative committee, it was decided to ask the Minister of Health to allow transferred officers who had opted to remain under the provisions of the Local Government Superannuation Act, 1937, or other Act, to reconsider their decision. This, if agreed, would enable them, if they wished, to take advantage of the amendment of the National Health Services (Superannuation) Rules allowing an officer to continue in employment beyond normal retiring age and to count such continued employment in the calculation of his pension.

Acceleration of Increments : Resolutions of the South Western and Metropolitan district consultative committees urging provision for accelerated increments in the General Division were referred to NALGO representatives on the Administrative and Clerical Council.

Unilateral decisions by employing authorities : Complaints by the Metropolitan district consultative committee that employing authorities were making their own interpretations of functional council decisions and taking unilateral action on service conditions matters generally, and that the Ministry of Health was issuing directives without consultation with staff organisations, are to be raised in the General Council.

Functional Councils : Nominations for the NALGO representatives on the various functional councils were approved for submission to the N.E.C. The committee deferred consideration of the nominations received for appointment as co-opted members, pending inquiry of district consultative committees whether any further classes of officers should be given representation through co-option.

The next meeting of the committee is to be held on May 13.

Gas Service

HOLIDAY SCHEME NEAR SETTLEMENT

by L. A. GARRATT

THE National Consultative Committee met on February 21, when P. ASHEN was reappointed chairman for 1950, and T. FERNLEY vice-chairman. It considered proposals before the National Joint Council for Gas Staffs on a national holiday agreement, salary scales, and sick pay scheme, and the Association's representatives on the N.J.C. were advised upon the policy to be followed in respect

of them. The committee also decided to invite district consultative committees to submit nominations from the engineering, sales, and women staffs, so that NALGO's National Executive Council might be recommended to approve the co-option of a representative from each of these groups on to the committee, in accordance with paragraph 5 (c) of the constitution, which provides for the co-option of not more than three such representatives.

The gas staffs N.J.C. met on February 22 and considered a report of its salaries and conditions of service committee. As I said in the March "L.G.S.," I was hopeful that final agreement would have been reached by now on holidays and sick pay, but unfortunately this has not happened. The staff side realises the urgent need for a settlement of the holiday question, and staffs may be assured that the new agreement will operate for their 1950 holidays. The proposals in the new agreement will give considerable benefit to large numbers of gas staffs. While the agreement is not completely settled, the main provisions will be:

(a) That staff employees with under 12 months' service as at June 1 in any year shall be granted one day's annual holiday for each complete calendar month of continuous service, plus such bank, statutory and local holidays as fall within their period of service, provided, however, that the total holidays shall not exceed two normal working weeks plus six normal working days.

(b) That staff employees of under 21 years of age, but with 12 months' continuous service or over, as at June 1 in any one year, shall be granted a total of two normal working weeks' holiday annually.

(c) That staff employees who have reached the age of 21 years with 12 months' continuous service or over as at June 1 in any one year, shall be granted a total of three normal working weeks' holiday annually.

(d) That staff employees in A.P.T. Grades 10 (£570) and above with 12 months' continuous service or over as at June 1 in any one year and in receipt of a salary of up to £770 per annum (up to £800 per annum in London), shall be granted a total of three normal working weeks, plus three normal working days' holiday annually.

In addition to the holidays set out in (b), (c) and (d) above, staff employees shall be entitled to six bank and statutory holidays, plus three local holidays, each of one day, in each year.

Certain points, upon which I am unable to comment at present, remain to be discussed.

Sick Pay Scheme

This scheme has been agreed with the exception of one point which the staff side has raised and it is hoped to circulate it to branches immediately after the next N.J.C. meeting.

Electricity Service

PAY TALKS AT FINAL STAGE

BY L. G. MOSER

ALTHOUGH these notes will not be read before April 1, it is unfortunately necessary to write them three weeks earlier. I can say very little, therefore, about the negotiation of the permanent salary scales, although I know members are anxious to learn how they are progressing. The negotiating committee has met three times, and good progress has been made. Some important points, however, have yet to be settled, and in order that the committee may deal with these before the March meeting of the N.J.C.—when it is hoped that the scales will be agreed—that meeting was postponed from March 14 to March 23. I hope, therefore, to let branches have information almost as soon as these notes appear. I am sure that members will agree that their representatives, anxious though they are to complete the agreement, are right to do the job thoroughly and get the best possible scheme, even though it might mean a slightly longer wait.

Education and Training

The recommendations on education and training of junior administrative and clerical staff, published in the March "L.G.S.", have caused comment in some quarters, largely because they make provision for staff who are recruited at 15. It should be clearly understood that the article reported recommendations of the National Joint Advisory Council, which are not necessarily what NALGO itself would suggest. As is well known, the local government Charter provides that "the minimum age of junior entrants shall normally be 16 years," and specifies a qualifying examination "the standard of which shall be not less than that in force under the School Certificate Examination." Some company undertakings had similar practices, and, indeed, the N.J.A.C. report mentions this fact and recognises that it may be desirable for some such standard to be adopted, although no recommendation has been made at this stage. NALGO has not changed its views, and the position will be carefully watched so that opportune action can be taken through the appropriate machinery. Meanwhile, the recommended facilities will at least give to those who have begun work at the earlier age the opportunity to reach a higher educational standard.

It should be understood, too, that whilst the report draws attention to the merits of the national certificates in commerce, these are not suggested as alternatives to professional qualifications. Studies for these qualifications, however, are normally started rather later, and the certificates can, therefore, provide a useful "preliminary." Their usefulness would, of course, be still greater were it possible, as the report suggests, to persuade the professional institutions to accept the national certificates as an exempting qualification for certain examinations. It is to be hoped that the boards will pursue this recommendation energetically, so that the ultimate goal of professional qualifications may be open to all who see its value.

Sick Pay Scheme

The sick pay scheme made no provision for the fact that war pensioners entering hospital for further treatment have their disability pensions increased to 100 per cent. during the period of such treatment. It has been decided that, in assessing payment of sick pay in such cases, disability pensions should not be taken into account and deductions should be made only in respect of National Insurance benefits received.

NALGO ADDRESSES

For the convenience of members, we publish below an up-to-date list of NALGO *addresses, incorporating recent changes in district staff.*

Headquarters: 1, York Gate, Regent's Park, London, N.W.1. Tel.: WELbeck 4481.

District Organisation Officers—(The names in brackets are those of district officers.)

Eastern—J. R. E. Sabine (J. Tippett), 12, Crane Court, High Street, Chelmsford, Essex. Tel.: Chelmsford 4347.

East Midland—W. J. Upton (B. H. Bailey), Milton House, 6 and 8, Milton Street, Nottingham. Tel.: Nottingham 41996.

Metropolitan—A. H. Geary (Miss A. Prime, G. H. Newman, and D. Bass), 1, York Gate, Regent's Park, London, N.W.1. Tel.: WELbeck 4481.

North Eastern—J. Turner, (J. D. Williamson), Milburn House, 1(A), Dean Street, Newcastle-upon-Tyne. Tel.: Newcastle 24900.

North Western and North Wales—W. Cecil Wood, A.C.I.S. (D. G. Hinson, R. I. Hooper, and J. M. Malone), 2, Mount Street, Manchester 2. Tel.: Blackfriars (Mcr.) 7668.

Scottish—J. L. Robson (F. A. Howarth and H. B. Williams), 67, West Nile Street, Glasgow, C.1. Tel.: Douglas 0006-7.

South Eastern—Alan Procktor (D. Kennedy), Aqua House, 24-25, Old Steine, Brighton 1. Tel.: Brighton 7983.

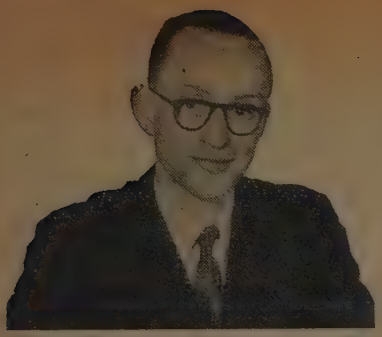
Southern—L. G. Jones (R. A. Carpenter), 140, Tilehurst Road, Reading. Tel.: Reading 2345.

South Wales and Monmouthshire—I. G. Ellis, M.B.E. (T. B. Ponton), 11, Park Place, Cardiff. Tel.: Cardiff 1646.

South Western—F. Signey, B.Sc. (W. J. Allen), 16, The Crescent, Taunton, Somerset. Tel.: Taunton 2779.

West Midland—J. Melvin (L. O. Gooden), 43, New Street, Birmingham 2. Tel.: Midland 6943.

Yorkshire—G. Hood (H. O. Hallsworth), 12, East Parade, Leeds. Tel.: Leeds 24861.



W. C. Anderson is new deputy general secretary

W. C. ANDERSON, whose appointment as NALGO's new deputy general secretary in succession to HADEN CORSER is reported on page 111, has a reputation extending far beyond the Association. An accomplished all-round lawyer, with a profound knowledge of his specialised subjects and an exceptional clarity of mind and expression, he is possibly the leading expert in the country on superannuation. In that capacity, he has been called in to advise on the superannuation provisions for the new national health and nationalised gas and electricity services, and has played a leading part in the negotiation both of those regulations and of the more comprehensive regulations, now almost completed, providing for transferability of pension rights between the various public services. He is equally expert in the many other legal matters with which the Association is involved.

Yet there is nothing of the dryasdust lawyer about him. Sure of his facts, he has no need of any protective cloak of ponderous obscurity and "sesquipedalian verboojuice" and can afford to be human, simple, gay, and humorous.

A Lancastrian, born in Bootle, he took a first-class degree of Bachelor of Laws at Liverpool University in 1930, was admitted a solicitor in 1933, and entered the local government service as assistant solicitor at Bootle in the same year. In 1934, he became deputy town clerk at Heywood and, in 1937 was appointed to NALGO's staff as assistant solicitor. From 1941 to 1945 he served in the R.A.F., rising from the ranks to become flight-lieutenant at Group Headquarters in North Africa. On his return to the Association in 1945, he was appointed legal officer, and since then has been responsible for the whole of the Association's legal and parliamentary work. He is the author of one of the only two books published on the 1937 Local Government Superannuation Act.

At 39, Mr. Anderson is the youngest deputy general secretary the Association has had, and is one of its most popular officers.

A council meets its citizens

Harrow U.D.C. believes in meeting its citizens face to face: here are some impressions of its sixth annual gathering, by

PATRICIA WEBSTER

CRITICISM, and even a little praise, of the council's work, together with many valuable suggestions for the future, were voiced in the Kodak Hall on February 25 and 26, by four hundred delegates, representing more than 160 local organisations, and many individual citizens, who attended Harrow U.D.C.'s latest "delegate conference."

The purpose of the conferences was explained by H. WELLS, clerk of the council, in an opening paper. "The council is trying to demonstrate," he said, "that it realises and accepts the view that, to be successful, it must conform to the ideal that a local authority is not a body outside and above its citizens, but is the expression of the will of the people." It therefore sought opportunities, such as the conferences provided, of meeting the people. Members and officers of the council, and the citizens, Mr. Wells emphasised, were all partners in one team looking after the administration of the district. In addition, the council was a partner with the ratepayers and the county council in planning and education, a guardian of public health, housing and food conditions, safety, and amenity, and a servant in keeping the district clean, tidy, and comfortable.

Although this session provoked some questions reflecting popular wants—housing, nurseries, and clinics, schools and recreation grounds—it was the last, aptly labelled "Free for all," which gave the people the fullest opportunity to "express their will." This they did, offering comments, criticisms, suggestions, kicks, and even a few bouquets, and, although there was no time for the councillors on the platform to answer the many points put, every one was noted and the council pledged itself to look into it. Next year's conference handbook will list them all, together with the action or comment of the council upon them.

Perhaps the most popular session, however, was the brains trust, with FREDDIE GRISEWOOD acting as question-master, when six members of the council were put to the test. Questions, submitted in advance by local organisations, revealed a good knowledge and appreciation of the district's needs and the council's efforts to meet them. The "brains" acquitted themselves well, meeting each question fairly and squarely, and giving clear explanations of the circumstances behind decisions of the council which the questioners had thought to be unreasonable.

A suggestion that conferences like this served no useful purpose was indignantly denied, both factually by reference to the answers given to last year's questions, and on the ground that the questioner had misconstrued the purpose of the conferences. There was, said the "brains," great value for both citizens and councillors in getting to know one another, and making and receiving ideas that could be developed for the good of the whole community. The size and enthusiasm of the audience was the best refutation of the criticism.

Altogether, it was a stimulating week-end, and I came away with the impression that here was real public relations in being. I sensed the existence of trust and respect between councillors and citizens, of mutual understanding of local difficulties, and of co-operation for the benefit of all. Harrow's experiment might profitably be emulated by other councils, great and small.

The brains trust ponders a knotty problem at Harrow's sixth annual "delegate conference."

Readers' Forum

TEACHERS' PAY CLAIM
A Lesson for NALGO?

THE TEACHERS' campaign for a £150 a year increase is winning tremendous public support and sympathy which the Burnham Committee obviously cannot ignore indefinitely. Here in Scunthorpe, their claim has been supported publicly by the mayor, and the council has passed a resolution declaring teachers' salaries to be too low. But what about the much lower salaries in the council offices? Shh—! Taboo! Taboo! NALGO wants it kept dark.

Consider what a case NALGO could put to the public. A 22 year old teacher fresh from training college gets £300, plus £15 for each year in the forces, plus £30 for a degree, plus a £48 weighting in London. A 22 year old local government officer gets £245, plus £20 London weighting—and nothing else. A teacher's minimum salary after, at the most, 17 years' service, is £555 in the provinces and £603 in London. The L.G.O's maximum on the General Division is £170 less in the provinces and £188 less in London.

I shall be told that the local government officer should have studied. Suppose he has. This is how his maximum on the national gradings compares with that of his teaching colleague—who gave up swotting the day he left training college:

	Provinces £	*London* £
Sanitary Inspector (R.S.I.)	495	525
Engineer—(A.M.I.C.E., etc.)	570	600
Architect—(A.R.I.B.A.)	570	600
Planner—(A.M.T.P.I.)	570	600
Accountant—(I.M.T.A., etc.)	610	640
Teacher	555	603
Teacher with responsibility allowances—£595 to £705—£643 to £753		

Come on, NALGO. Take a lesson from the teachers: fight it out in the open!

JOE SOAP

Scunthorpe.

"Who Squeals the Loudest"

A WELL-KNOWN politician said recently that "The baby who squeals the loudest gets the most attention." This precept was successfully adopted by certain professions brought under the National Health Service, with the result that their members now receive from four to ten times the financial reward given to people of similar qualification, training and status in the local government service. The teaching profession, and others, have now decided to adopt a vigorous publicity campaign for higher rates of pay. There is no doubt that it will meet with success.

Is it too much to suggest that NALGO's leaders should drop their mouse-like silence and put more gristle into the campaign for adequate pay for its members? For too long have we been gratefully content to accept meagre increases long after monetary rewards have fallen into the lap of the more vigorous trade unions and professional associations.

Why should NALGO members be condemned to search for holiday accommodation "rather quiet but quite cheap," why should their wives be condemned to everlasting patching of much worn clothing, and their children be denied a new hockey-stick or bicycle, in contrast to their neighbours, be they nationalised officials, shopkeepers, or coal miners?

F. POTTER

Manchester Branch.

WAGE RESTRAINT
"Sham Economics"

I CANNOT let pass unanswered the strictures applied to your February editorial by H. J. GREW.

He refers to the "employer-dominated Press and T.U.C." Is the T.U.C. employer-dominated? He omits to mention the Government. Is the Government employer-dominated?

He states, correctly, that prices are dependent on the inter-action of the economic laws of supply and demand and competition in the open market. But to-day the market is not open and this makes his deductions erroneous. Take housing, for example. There are more would-be buyers than there are houses for sale; consequently prices are high. A general rise in wages would not build another house, but there would be more money available to bid for the existing supply of houses, thus prices would increase still further. The same thing would apply to all classes of consumer goods, of which there is a world-wide shortage consequent upon the war and the increasing world population. Mr. Grew's statement that "the effect of a rise in wages is a reduction in profit" cannot be substantiated by economics or by logic.

He says that "slumps are inevitable and regular phenomena in our economic system." Slumps may be, and may have been, inevitable under a system of laissez-faire. Can he prove that they are inevitable under a system of planned economy?

I certainly agree that "all efforts should be directed towards . . . the exposure of sham economics," and it is for this reason that this letter has been written.

K. A. FARMER

9, Central Avenue,
Wigston, Leicestershire.

"Communist Doctrine"

WRITING personally, and not on behalf of my branch, I protest at the publication of TOM FERNLEY'S letter in the March "L.G.S." His veil of economics but thinly disguises the political doctrine so noisily championed by the Communist Party. The electorate, thank God, showed clearly at the election its opinion of such a creed.

Conference, rather than considering the profit motive, would be better employed deliberating whether or not the time had come for a censorship of "Readers' Forum."

PHILIP RICKARD

17, Spen Hill Avenue,
Parkstone, Dorset.

ELECTRICITY TRANSFERS
Expenses Agreement Criticised

THE AGREEMENT on expenses of electricity employees compulsorily transferred to other districts, reported in the February "L.G.S.," demonstrates the ineffectiveness of our staff representatives against what appears to be an almost tyrannical opposition.

Reporting the agreement, Mr. Moser said that no one would expect the boards to pay additional expenses indefinitely. Let me hasten to disillusion him. I and my colleagues who have been and will be affected *do* expect indefinite payment. If the boards consider permanent payment of these expenses to be uneconomical, they should reconsider their reorganisation policy. It is not for NALGO, nor any other trade union, to acquiesce, without any apparent remonstration, in any change which may adversely affect its members.

I know of several officers who are paying from £13 to £15 a year in increased fares alone, while projected transfers, if achieved, will involve some of these same officers in an outlay of £26 a year. What is the position to be at the end of the six months period during which these expenses are reimbursed and they must rely on the generosity of the boards? Experience with grading under the extension of the interim scheme does not suggest that claims for extension of the period will be popular.

But "the most unkindest cut of all" is the decision to make no allowance for

additional time spent in travelling. It seems evident that our representatives had no idea of the amount of travelling time involved by some of the transfers. In many cases it is more than an hour a day, while projected transfers will involve more than two hours extra travelling a day.

A married woman machine operator who refused to work overtime, explaining that transfer had already deprived her of an hour a day of her personal time, was dismissed. This summary decision must involve other staff called upon to work overtime in similar circumstances. Dare any refuse when faced with the alternative of dismissal?

It appears that, once again, NALGO has failed to protect its members from being exploited by the bureaucratic tendencies of the nationalised industries. Despite Lord Citrine's assurances, it has not prevented electricity staffs from being treated as pawns, neither does it appear able to prevent their being made paupers.

N. E. London Electricity Branch, 320, High Road, Ilford. R. A. WARREN

The staff side was fully aware of the cost, in money and time, to transferred employees. But it had to recognise that, since individual circumstances differ, it would be necessary, after a reasonable time, for each case to be considered on its merits. That consideration will be given by the boards at the end of the six months' period laid down in the agreement—but the staff side made it clear that it expects employees to be treated fairly and reasonably. An understanding was also reached that, where long journeys are necessary, the boards would arrange hours of duty to fit in with transport facilities. If members are not treated reasonably, there will be no hesitation in taking up individual cases and, if necessary, reopening the whole question in the National Joint Council. The agreement is much more favourable than that previously accepted by the National Joint Industrial Council, which allowed of no consideration after the first six months during which extra expenses were to be paid.

SERVICE DISCONTENT

Causes for Frustration

APART FROM the general apathy occasioned by life to-day, there seem to me to be two major reasons for the lack of morale in the service, to which J. H. PIPER referred in the February "L.G.S." One is the rigid "staff establishment," which effectively bars an officer, however able, conscientious, and zealous, from promotion unless there is a vacancy within the "establishment." The effect of this bar is more acute to-day, since there is a growing tendency to leave higher vacancies unfilled, and the old remedy of seeking a post in another authority is no longer available for most.

The second reason for discontent is the almost total lack of consultation between the chief officer (who, though also a member of NALGO, too often seems to inhabit Olympian heights) and his staff, which could be achieved by informal meetings at which staff grievances, ill-founded and otherwise, could be aired, and proposals for the better functioning of the department be discussed. Such meetings would engender in the staff the sense of belonging to a team carrying out a valuable public service.

FRUSTRATED

Letters for the May journal must reach the Editor, 1, York Gate, London, N.W.1, by April 12. And please keep them short!

FINANCE OFFICERS

Grading Qualifications

I ENDORSE the protest of N. CHARLTON in the March "L.G.S." at the exclusion of the examinations of the Association of Certified and Corporate Accountants and the Institute of Cost and Works Accountants from the list of qualifications to be recognised in the grading of finance officers. This decision is inconsistent. Some of these examinations were included in the list of qualifications recognised when the Charter was introduced.

Your footnote that "NALGO does not intend to relate a salary or grade to every qualification appropriate to the service" is weak. The effect of the decision will be to exclude from the grades now recommended those who have either of these qualifications.

The A. C. C. A. as a general qualification in accountancy is equal in every way to the qualification now recognised, as is proved by its inclusion in all Acts of Parliament requiring a definition of a qualified accountant, and also by the number of examinees who take the examination each year—more than the Incorporated and Chartered together and 2,216 in last December. I trust that the N.E.C. will immediately seek to put this matter right and so prevent the adverse effect this decision will otherwise have on the great number of NALGO members taking, or who have taken, the A.C.C.A. or C.W.A. qualification.

VIGILANT

"THANKS TO N.J.C."

Treatment Allowances

THANKS ARE DUE to the local government National Joint Council for its decision, reported in the March "L.G.S." as a result of which recipients of Ministry of Pensions treatment allowances will not have the personal element of the allowance deducted from sick pay.

This will remedy a long-standing and serious anomaly, and will be welcomed by all officers concerned.

Brighton Branch. A. H. HARMAN

GENERAL DIVISION PAY

That "Snobbery" Charge

SURELY R. SAUNDERS misinterprets "FALOOSE" in accusing him, in the March "L.G.S." of snobbery because of his complaint, that a junior in the General Division is paid less than a labourer. No one will deny that a labourer's work is essential. But it must be remembered that a General Division clerk has invariably received a better education than the average labourer—often at considerable cost to his parents—and his mental status is consequently higher.

There will always be an ample supply of labourers, for there will always be men who want no responsibility, with its resultant worries, and those who will not take the trouble to utilise their intellect for any constructive purpose. It is clear, however, that, unless General Division salaries for juniors are considerably improved, there will be an ever-increasing dearth of recruits to local government.

BRIAN J. WEBB

160, Bristol Road, Bridgwater, Somerset.

INADEQUATE GRADINGS

Pay Only 32 per cent. above 1939

THE LETTER from "Audi Alteram Partem" in the January "L.G.S." suggesting that officers in the middle stratum of the service were getting salaries only 20-30 per cent. above 1939 deserves to be printed in capital letters, for it is true of hundreds of officers. My own salary to-day is only 32 per cent. above what it was in 1939 and, what is more galling, when I appealed, the appeal, with a NALGO member in the chair, was rejected.

In my view the Charter should have contained a clause declaring that all salaries after grading must show an increase of at least 60 per cent.

Norwich. ANOTHER SUFFERER

"MAKING PLANT PAY"

Hiring Scheme Ultra Vires?

OUGHT NOT "Surveyor's" scheme in the February "L.G.S." for hiring out plant to be approached with caution? What statutory power has a local authority to establish a business of this sort? None, that I am aware of. Therefore, such activities are ultra vires. Firstly, there is the risk of an injunction being obtained against the authority to restrain its activities. Secondly, contracts entered into for hiring out plant would be void and unenforceable and a heavy loss might be sustained, with a consequent surcharge by the district auditor. What I have said above may not apply to a municipal corporation, which, being a common law corporation, is exempt from the doctrine of ultra vires, but county councils, district councils, and parish councils are subject to it.

CLERK

N.E.C., here we come!

by 'TOBIAS'

IT HAS always been an ambition with us to see the name of our branch on the agenda of the Annual Conference. I admit that we have in our time scored more than one try—such as the motion by Daffy in favour of shorter shifts for machine operators—but 1950 will go down in history, not merely as the Year of the Short Parliament, but as the year our branch moved unequivocably: *That the N.E.C. be abolished.*

It takes a lot to bring us to such a pitch, but this time we were justified. Having decided in the first place to make history by nominating one of our number for the N.E.C., we were struck dumb to discover accidentally that a neighbouring branch was putting forward no less a person than our own *Boss.*

"It must be somebody else of the same name," said George when Rufus broke the news after a meeting of the district committee.

"Anyone would think so," said Rufus, "judging from the description they're putting on the voting papers. *Member of the Association for many years and has always taken a deep interest in its affairs*——"

"What ?"

"You must admit we've never given him much encouragement, old boy. *President of the local Antiquarian Society. Hobbies, goldfish and bridge. M. in* 1938 *to Emily, d. of the late*——"

"I may be slightly lacking in perception," said Miss Gymbol carefully, "but I cannot see what this has got to do with——"

"*—one s., born* 1941——"

"Add to that: *Cheeky little blighter—thinks office belongs to him whenever he comes to visit his old man, which is too darned often*——"

"Seriously," I interrupted, "what do we do about all this ?"

"Support him like mad," George declared. "You know it would mean he'd be away from the office half the time, what with sub-committees and all those nationalised thingummies——"

"But what does the Boss know about——"

"Now, don't be difficult, old man ! "

From information which had reached Rufus via the district committee, it seemed that a certain chief official belonging to the branch which had nominated the Boss was particularly anxious to be allowed to join the Antiquarian Society, of which the Boss is known to be a pillar (Greek, bomb-resisting). This society is a little choosey as to the sort of person

it will accept into membership, it being rather less important to have made a profound study of antiquarianism than to have the correct background for the society's meetings, which are held at the homes of the members in turn. However, the antiquarian doors had apparently been opened to the chief official concerned—and now the Boss's name was to appear on the N.E.C. ballot paper.

"It's an outrage," stormed George at the extraordinary branch meeting which we called to consider the extraordinary position. "To think that a—a——" Here he looked carefully round the room to make sure the Boss had not come along, disguised as a glass of water on the chairman's table (and oh, what a disguise would have been there, my countrymen). "To think that we are to be represented on the N.E.C. by the representative of the very people whom NALGO is supposed to represent us *against*——"

"I say, George, can you tell us what that sentence is supposed to *represent* ? "

"I dunno," Rufus ruminated, "but I've been thinking we might do worse."

"W-w-wadyou mean ?" I spluttered.

"Well, the Boss is used to attending town council meetings, so he won't be driven mad by the N.E.C.'s endless deliberations on——"

"Good Lord, you're always complaining that they don't pay enough attention to things."

"Ah, that's the important things. Give 'em something that doesn't matter a row of pencils to more than about one in a hundred thousand of the members, and they'll discuss it till the cows come home . . . "

Eventually we decided to crystallise our feelings in a Conference motion—and, as it seemed impracticable for various reasons to move *That this Conference precludes the Boss from being a member of the N.E.C.*, we directed our fire against the entire National Executive Council (they can take it !).

It was also agreed that I should approach the Boss. What I was to say to him, or what was the exact purpose of my visit remained obscure, although suggestions ranged from, *Tell the old so-and-so we wouldn't vote for him if he were the only bluepencil name on the sanguinary paper,* to demands that I should, *Have a shot at finding out what he's up to—you know, be frightfully* SUBTLE *about it.*

So I felt free to make my approach with a skill born of married life, and eventually the Boss came clean about certain arrangements which his pal in the neighbouring branch had made with some other branches, that they would support the Boss's candidature in return for a fair proportion of support for their own nomination.

"It's a tricky business," explained the Boss. "I never dreamed that being a NALGO official was such a complicated affair. You have to calculate just how much support you can afford to give the other fellow to avoid his knocking out your own chap. Yes, yes, democracy's a wonderful thing."

The final result was that the Boss kindly agreed to contact his friend to see if he could get the other branches to support our branch's nomination for the N.E.C. Also, I have taken steps to amend our Conference motion, *That the N.E.C. be abolished,* by the insertion of the words, *congratulated on the splendid job it makes of running the Association, and that all critics be,* between the word *be* and the word *abolished.* Nobody in the branch is likely to remember the exact wording of the original motion, and the Boss thought it would read better in its amended form.

By the way, did I remember to mention that our branch's nomination for the N.E.C. is—me ?

At Random

by 'HYPERION'

ALL MY SPACE must be taken up this month with competition results. There was a good batch of entries for the "Best Election Story," and first prize of 10s. goes to Victor G. Sharp, of Stepney, for this one:

I handed the ballot paper to the dear old lady who took it over to the booth where, having adjusted her glasses, she scanned it, thoughtfully, with an occasional furtive glance in my direction. Presently she came back and, bending over the table, queried:

"Wot's yore name, mister?"

"My name?" I replied. "Smith, if you like. Why?"

"Well," she responded, "I wanna vote for the right bloke—an' I like the look o' you. I reckon you'd play fair."

* * *

It was evident from the number of stories submitted about it that the Directions for the Guidance of Voters, with its candidates, "Alpha," "Beta," "Gamma," had puzzled many. Of these, I liked this one from A. W. Hosforth, which gets a 5s. prize:

Near the polling station is a national service hostel for European voluntary workers. A voter, after puzzling over the directions for some time, turned to the man in the next booth:

"Hey, what's this mean?" he asked.

"Nay, lad," was the answer, "Tha taks no notice of that—it's nobbut for them there foreigners up at t'hostel."

* * *

Five shilling prizes go to the senders of each of the following:

An old lady, declaring that she voted Liberal, arranged for a car to convey her to the polling station. On her return, she proudly stated: "I meant my vote to be a secret, so I put a cross against all three."

Miss M. Kennedy, Hull.

* * *

A pensioner had taken his ballot paper to a booth where he spent a long time studying it. At length the poll clerk shouted across to him. "What are you doing, grandad, *permutating* it?"

W. H. Dewell, Durham.

* * *

After inserting his ballot paper in the box, the voter announced to the staff in general:

"Wot I ses is, either vote Tory and keep these 'ere Conservatives out, or plump for Labour and put the kybosh on the blarsted Socialists."

Frank V. Stocks, Leicester.

* * *

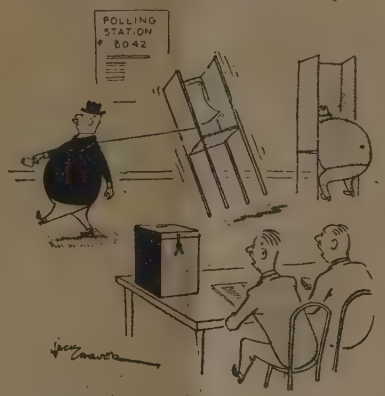
"I'm afraid you are not allowed to help each other vote," said the presiding officer to the two women, who were both trying to crowd into the same booth.

"Oh dear," said one. "My companion is a little bit mental, and wants to vote for Mr. Blank."

R. W. Farndon, Worthing.

* * *

While watching voters industriously marking ballot papers, I was startled to see one of the polling booths leap into



motion, and slide purposefully towards the exit.

Looking up, I saw that an elderly and well-built voter had put the ballot pencil, with string attached, in his breast pocket and was striding for the door, taking the booth with him.

Miss J. Groom, Coventry.

* * *

The voter entered the polling station with confidence, walked to the presiding officer and, in a loud voice, shouted "Labour." The poll clerk, ignoring the shout, verified his address and the presiding officer gave him a ballot paper, explaining that he must go to one of the booths, place a cross on the ballot paper against the candidate for whom he wished to vote, fold up the ballot paper, show the official mark on the back, and then place it in the ballot box.

"A lot of paraphernalia," replied the voter, "when a man wants to vote Labour and the election is supposed to be secret." (*I have mislaid the name and address of the sender of this one. Will he please send it?*)

Fable competition

Considering the meagreness of the prize offered, the competition for the best moral to the fable in the January *At Random* about the elephant that sat on the eggs also produced a gratifying number of entries. It has not been easy to decide between them.

I like T. M. CLIFT'S "Great friends are not always the best friends," and C. O. PILGRIM'S "A too weighty approach, may lead to a sticky end." STANLEY HOLLAND went all high-brow and contributed a moral in Latin:

Quando res minutiae sub judice sunt, ars elephantis inopportuna est,

(which, for the benefit of any old Etonians who read this column, might be translated: "When delicate plots are hatching, beware of the well-meaning.")

I finally decided to award the prize to F. J. DAUNCEY of Hemsworth, who sent the following two morals:

(1) "Sympathy can be much o'erdone
When it is measured by the ton."

(2) "Better an ounce of discretion than a ton of sympathy."

And now one for the ladies

"You go in through double swing doors. Inside the double doors there is a combination PBX and Information desk at which sits one of those ageless women you see around municipal offices everywhere in the world. They were never young and will never be old. They have no beauty, no charm, no style. They don't have to please anybody. They are safe. They are civil without ever being quite polite and intelligent and knowledgeable without any real interest in anything. They are what human beings turn into when they trade life for existence and ambition for security."

From "*The Little Sister*," by Raymond Chandler.

Now, ladies, women, girls, lasses of the local government service—what about a reply to this indictment? Is it true? Personally, I don't think so. A prize of 10s. is offered for the best reply, in not more than 100 words.

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40 YEARS AGO

From "The Local Government Officer," predecessor to "L.G.S." April, 1910.

Incitement to Revolt

MUCH UNEASINESS and dissatisfaction prevails in the Manchester officials' camp . . . The exceptional circumstances existing about twelve months ago were responsible for the Council deferring for one year any consideration of increases of salary to officials receiving more than £3 3s. per week, but on the expiration of that time the Council again deferred the matter for a further three months, and in the meantime a special committee are to report on the service conditions . . . No official objects to a report on service conditions . . . but the cause of the grievance is the fact that the names of the officials and the full particulars of their applications, etc., have been known to the public for some weeks . . . Each committee's recommendation to the council to sanction an increase—or otherwise—is posted up on a board outside the Town Hall, as well as sent to the newspapers . . . The Guild should seek an opportunity of placing, in a friendly spirit, the views of the officials before the Council. This would not be an act of aggression . . .

Health Service

A hired cab, an old one used for no other purpose, is at present used at Ryde for removing patients to the hospital.

"ABINGDON" WRITES HIS NALGO

DIARY

NALGO NOW HAS two M.P.s among its members. They are W. ELWYN E. JONES, B.A., LL.B., town clerk of Bangor, and F. H. HAYMAN, district education clerk, Cornwall county council, and both have a special claim to fame in that each won his seat for Labour from the Conservatives.

Mr. Jones, in a three-cornered fight for the Conway division of Caernarvonshire, had a majority of 803 over Lt.-Col. D. Price White, the Conservative, who defeated him in 1945. He became town clerk in 1937, after several years in private practice as a solicitor, and immediately joined the local NALGO branch, to which he has since given advice and support whenever they were sought. Mr. Jones is also a member of Caernarvonshire county council.

Mr. Hayman, also in a three-cornered fight in the Falmouth-Camborne division of Cornwall, had a majority of 1,991 over Commander P. G. Agnew, R.N., who had beaten him by 584 in 1945. Entering the service as a junior clerk in the county finance department in 1913, he has been a NALGO member for more than 30 years. He has been chairman and vice-chairman of Cornwall county branch, served on its executive for 16 years, was a member of the district committee, and was the first staff representative from Cornwall to serve on the south-western provincial council.

Women at the Helm

A criticism I have heard of women NALGO members is that, whilst they claim an equal share in the benefits from branch efforts, they are reluctant to take an active part in branch organisation. This criticism cannot, however, be levelled at Stretford branch, where the women are not only active but hold the three major offices of chairman, vice-chairman, and secretary—and most of the others, too.

MISS C. SIMMS, the chairman, has been on the branch executive committee for 12 years. In addition to her chairmanship, she is local correspondent for all the ancillaries, and a member of the local joint committee, district committee, and branch and district women's committees. Her vice-chairman MISS J. M. WARDLE is deputy librarian, and the branch secretary is MRS. A. LLEWELLYN, whose efficiency has won her the esteem of all her colleagues.

Equal Pay Film

Although the N.E.C. has decided to make no national appeal, women members are making their own collections for the proposed equal pay film, which JILL CRAIGIE is to direct, and have so far amassed more than £65. Latest figures are: S.W. district, £11 10s. 6d.; Scottish district, £5 5s.; N.W. district, £21; Glasgow branch, £23; Southport, £2; Bolton and Cheltenham branches, £1 1s. each; and Wallasey, £1.

Note For Booklovers

I am asked to remind subscribers to Boots Library that renewals of subscriptions at the reduced rate for NALGO members fall due on May 1. Forms are available from branch secretaries or Headquarters.

Holidays at Home . . .

There are still a few vacancies at both NALGO's holiday centres—Croyde Bay, N. Devon and Cayton Bay, near Scarborough—during the opening week, which this year starts on Whit Saturday, and during June and September. Croyde is making a special offer to young people under 25 with inclusive charges of £4 8s. a week for both members and non-members during the weeks May 27 to June 3 and September 23 to 30. Since demand is likely to be heavy, early application is advised.

Accommodation is also available throughout the summer at NALGO's private hotel in North Wales. Bookings should be made direct to the Manager, Cefn-y-Mynach Private Hotel, College Avenue, Rhos-on-Sea.

. . . and Abroad

Swiss holidays will be more popular than ever this year now that the spending allowance has been increased to £50, and NALGO is offering the usual comprehensive programme. I hear, too, that accommodation at Oberammergau, to see the Passion Play, is booking up rapidly.

Another M.B.E.

I congratulate another member honoured in the new year, whose name was omitted from the list in the February "L.G.S." She is MISS I. MATTHEWMAN, private secretary to the Divisional Waterways Officer of the N.E. Docks and Inland Waterways Executive, who was awarded the M.B.E.

P.R. School

The metropolitan and southern districts are combining this year to organise a week-end school of public relations. It will be held at the Royal Beach Hotel, Southsea, from April 28 to 30, at an inclusive charge of £3 13s. 6d. a head. Details from L. G. SIRETT, Town Hall, Hendon, N.W.4.

NALGO Extends House Purchase Facilities

THE NALGO BUILDING SOCIETY has relaxed the restriction on loans for house purchase, forced on it last October by the fact that the demand for loans greatly exceeded the funds invested by shareholders and depositors. Because of this, advances were restricted to members able to obtain licences for new houses.

Now, a slight increase in investments, combined with the continued difficulty in obtaining private building licences, has enabled the committee of management to make loans for the purchase of older houses, provided they are for the immediate personal occupation of the borrowers.

The new scheme is flexible, since it is impossible to forecast the amount of new investment capital which will be received during the next few months, but it is hoped that it will provide members with the best possible terms consistent with the security offered and the funds available to the Society for advances from time to time. The success and extent of the facilities now offered will depend entirely on a regular flow of savings from investing members.

Details of investment facilities and of the new mortage arrangements are obtainable from the N. B. S., 1, York Gate, Regent's Park, London, N.W.1.

LOGOMIA Funds Top the £million Mark

LOGOMIA'S annual accounts show that 1949 was another highly successful year. The total funds passed the million pound mark, reaching £1,209,124, and the premium income attained the new high level of £161,092.

1950—the sixtieth year of existence—is also the year for the quinquennial valuation of the life fund. Life assurances taken out with the Association during 1950 participate in bonus declarations, so that there is still time to share in the profits of the life fund, which belong entirely to the life policyholders.

House Exchange

Coventry: Mod. 3-bed, 2-recep, bath, etc., freehold for similar with good garden, *Birmingham* vicinity: Willes, 15, The Mount, Cheylesmore, Coventry.

Tunbridge Wells: Tenancy, 3-bed, 2-recep., kit., etc., rent £55 for similar tenancy near *Looe* or other Cornwall town: Cave, 21, Beltring Road, Tunbridge Wells.

Winchester—House containing two flats, one vacant possession, for house, bungalow, or flat in or near *Southend-Westcliff*: Taylor, 40, Andover Road, Winchester.

MY BOOKSHELF

by EDWARD KAY

ALTHOUGH I have never been admitted to the inner mysteries of accountancy, I have always thought the Institute of Municipal Treasurers and Accountants one of the most progressive-minded of the professional bodies. Its publications, too, are readable even by the non-specialist. A new one, sponsored by the Joint Committee of I.M.T.A. Students' Societies, is a monthly journal, **Telescope** (annual subscription 12s. 6d., Joint Committee, 13/15, Old Queen Street, S.W.1), which impresses by the fresh and entertaining way in which it handles the technical problems of municipal accounting and links them with current events and the practical problems of student life. Those reading for the Institute's examinations will find the journal worth-while.

Children's Health

While some critics of the national health service complain that the public health departments of the smaller authorities, having lost responsibility for maternity and child welfare and other personal services, now lack a worth-while job, the more observant see that, "no longer overburdened with managerial and administrative duties," health departments have new opportunities in preventive medicine. This is the view taken by PROFESSOR GRUNDY, formerly medical officer of health for Luton, in the introduction to a study by his successor, DR. R. M. DYKES, entitled **Illness in Infancy**, published by the Luton health department (3s. 8d. post free). Health workers will find the book vividly interesting, and its findings, though limited and tentative, of great significance.

Birth of a Party

Against the background of the recent election, with its thirteen million poll for Labour, LORD SHEPHERD'S **Labour's Early Days** (National Council of Labour Colleges, Tillicoultry, Scotland. 1s. 2d. post free) provides some quaint contrasts. At the first election fought by Labour as an independent party, 50 years ago, fifteen seats were contested; 62,698 votes were polled; two candidates were returned; and the total national expenditure was £33.

This little history is urbanely and impartially written and, though it relates mainly to the organisational progress of the party, it contains many sidelights on national affairs.

International Affairs

Two books for students of international affairs—and who is not these days?—have come from Stevens: **The Year Book of World Affairs, 1950,** (25s.) and **The North Atlantic Treaty, the Brussels Treaty and the Charter of the United Nations** (10s. 6d.). The year book is a symposium written by a group of legal writers: the point of view is orthodox and stated without undue partisanship. The second is a study by SIR ERIC BECKETT, of the British Foreign Office: it is entirely legal and does not discuss the important political events with which it deals.

Lord Mayor's Show

A complete and authoritative statement of how the city of London is governed has long been needed. The city authorities have now issued **The Corporation of London** (Geoffrey Cumberlege: Oxford University Press. 15s.) which provides a thorough survey of the ancient forms of government, still largely in being. A more lively style would have made their colour and pageantry stand out, and perhaps stilled the reader's doubts of their suitability in the contemporary world. The city, with a night population of 6,000 and day population of half-a-million, is a small island in a sea of humanity numbering nine millions. The citizens who throng the city streets by day play virtually no part in its public life; the corporation bears little share in the common civic responsibilities of Greater London. Such matters are barely touched on in this competent but pedestrian and largely antiquarian study.

A NALGO Novelist

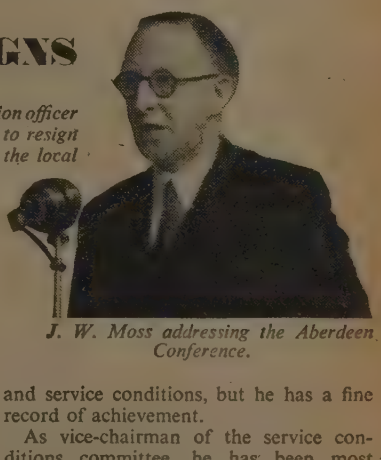
Under the pen-name of PATRICK BAIR, David Groom, a well-known member of Surrey county branch of NALGO—of which he is honorary auditor—describes, in **Faster, Faster** (Eyre & Spottiswoode. 9s. 6d.), the perennial struggle between rich and poor, the horrors of a revolutionary upheaval, and the inept endeavours of the new masters to avoid the errors of the old. The story is in allegorical form and it presses on relentlessly; the dialogue is apt: the dramatic force undeniable. The lack of humour or other relief to the gloom may lessen the book's popular appeal, but discriminating readers will value its solid merits.

J. W. MOSS RESIGNS

Pressure of his official duties as divisional education officer for Buckinghamshire has compelled J. W. Moss to resign from the National Executive Council and from the local government National Joint Council, of which he was staff side chairman. Below, tribute is paid to his services by

LEWIS BEVAN

Chairman, N.E.C. service conditions and organisation committee.



J. W. Moss addressing the Aberdeen Conference.

THE UNTIMELY resignation of J. W. MOSS was a very unpleasant surprise to his many friends on the N.E.C. and the N.J.C.

An active NALGO member for many years in both the north-western and southern districts, he was elected to the N.E.C. in 1945, and made his great interests the service conditions and organisation committee and the National Joint Council. As chairman of the staff side of the southern provincial council, he had been for some years its representative on the national staff side, and was therefore no stranger to those of us also serving on the N.J.C.

When, on my transfer to the national health service, I felt compelled to resign my chairmanship of the staff side of the local government National Joint Council, Joe Moss was an obvious choice for that difficult and thankless task. He took over at a time which must have been the most difficult ever for the negotiation of salaries and service conditions, but he has a fine record of achievement.

As vice-chairman of the service conditions committee, he has been most able and loyal. Possessed of a keen sense of humour, he was quick to grasp the essentials of any problem and always ready to make his contribution towards its solution.

Those of our members who were at Aberdeen will appreciate the frank manner in which he dealt with the many motions related to the work of the National Joint Council, and I think the frequent acceptance of the N.E.C.'s view by Conference was due in large measure to his forceful and sincere statement of its case.

NALGO can ill afford to lose the active service of men like Joe Moss, but we can be sure that he has not lightly decided to give up work which I know was so dear to his heart.

Education notes

by K. S. CARTER

THE DATE of the Dutch summer school has been fixed for September 9 to 16. To take advantage of party rates, it will probably be necessary for the party to travel by day boat on Friday, September 8, leaving Liverpool Street Station at 9.30 a.m. Students will stay on board overnight, going on to Hilversum on the Saturday morning.

Cost of the school, including two excursions in Holland, will be approximately £9, and third-class fares, including meals on the journey, will be approximately £10 10s.

Return for the main party will be by day boat on Saturday, September 16, arriving in London at 6.30 p.m. Some students wish to stay on in Holland after the school, and if more than 15 of these agree to return at the same time, party travelling rates can be arranged. Members interested should write to me as soon as possible.

Oxford Summer School

So many enrolments have been made for the Oxford summer school that a waiting list is to be opened. Should the party of Dutch officers who are coming be smaller than expected, or should any who booked early withdraw, vacancies will be filled from this list.

Lecturers will include PETER SELF, lecturer in public administration, London University, and author of *Regionalism*; C. H. WILSON, lecturer in political science, Oxford University, and editor of *Essays on Local Government*; R. J. RODDIS, town clerk, Eastleigh; J. EDWARDS, deputy town clerk, Oxford; CHARLES BARRATT, town clerk, Coventry; and NEVILLE HOBSON, clerk to Beverley R.D.C. and chairman of the Rural District Councils' Association.

The Dutch party will visit Stratford-on-Avon and the Memorial Theatre there. A few places will also be available for NALGO members attending the school, and will be allocated to the first applicants.

Summer School Scholarship

The following scholarships, offered by district or area education committees to this year's summer schools, have not yet been awarded: Metropolitan, six to Oxford, two to Holland; N.W. and N. Wales, five to Oxford; S. Wales and Mon. two to Oxford; N. Eastern, two to Oxford, two to Scotland; Southern, one; S. Eastern, four; S. Western, two. In the last three cases, the committee has not allocated the scholarships to any particular school.

Members interested should write to the secretary of the appropriate committee.

International Exchanges

All branch education secretaries have been sent a list of Danish and Swedish officers who would like to visit this country, both this year and next. Members wishing to exchange visits with any of those on the list, or interested in the scheme itself, should write to me as soon as they can, since these exchange visits take some time to arrange.

J. HASPER, director of finance, Rotterdam, and secretary of the Port of Rotterdam Authority, wishes to bring his wife to this country under the exchange scheme. Both speak excellent English. In exchange, he offers hospitality to a NALGO member—preferably doing work similar to his own—his wife, and one child. Mr. Hasper's wide interests include zoology and social welfare.

Shop Acts Courses

NALGO is to provide correspondence courses on the syllabus of the examination of the Institute of Shop Acts Administration, for which written papers are required in three subjects—local government, sanitary science, and the law and practice relating to shop acts administration. The full examination fee has not yet been fixed, but students wishing to begin their studies immediately can have courses in the first two subjects, provided they are willing to enrol at the single subject rate of £3 each course for NALGO members, and £3 3s. for non-members. The fees will later be adjusted to cover the additional study material.

Scottish notes

by R. DEAS

THE AMENDED scheme of area co-ordinating committees was approved by the district committee at its meeting on February 18. The areas now are: 1. Inverness, Moray Nairn, Ross and Cromarty; 2. Aberdeen, Kincardine, Banff; 3. Perth, Kinross, Angus, Fife county; 4. Stirling, Clackmannan; 5. Edinburgh and South East Scotland; 6. Glasgow, Lanarkshire; 7. Kirkcudbright, Dumfries, Wigtown; and 8. Ayr, Renfrew, Dunbarton, Argyll, Bute.

Each branch may elect up to four members to its area co-ordinating committee, whose functions are to further the aims and objects of NALGO, promote good relations between branches, discuss district committee business, stimulate recruitment, and foster social activity. As their name suggests, these committees provide a valuable clearing house for information on all the services, so that branches may be kept advised of matters which, though perhaps affecting one service only in the first instance, may have wider repercussions.

Scottish Conference

Since, as I made clear, my report of the conference in March "L.G.S." anticipated the event, I wrongly reported that it was opened by the Lord Provost of Edinburgh. Owing to the Lord Provost's illness, delegates were welcomed by Bailie J. B. STEWART.

In my view, the conference was disappointing. Many speakers overran their allotted time, and many hackneyed arguments were put forward. Glasgow branch's motion advocating immediate all-round increases in salaries was rejected by 66 votes to 39. Its motion on equal pay, however, which instructed the N.E.C. to carry out immediately a national campaign on the broadest possible lines, in co-operation with all other interested bodies, especially trade unions, and to give the utmost practical assistance to district committees and branches to encourage them to carry out similar campaigns at local level, was carried unanimously.

A motion by the Glasgow and district health service branch, calling for the setting up of a national committee for each nationalised service and the holding of sectional conferences, was rejected by 66 votes to 37. But the conference supported a motion by Lanark county asking the N.E.C. to arrange for payment by NALGO of any salary lost by members attending district committee meetings or Conference.

Aberdeen's motion for NALGO's affiliation to the T.U.C. was rejected without discussion by 51 votes to 36.

Annual Sports Day

The district annual sports day will be held at Gleneagles on Saturday, June 3. Cost will be 18s. a head, plus 2s. each for golfers to help meet the green fees. Final date for applications is April 29. Details and entry forms can be had from district committee members, or, through branch secretaries, from JOSEPH BAIRD, 24, George Square, Glasgow, C.2.

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AUTOMOBILE ENGINEERING
Gen. Automobile Eng.—Motor Maintenance & Repairs — High Speed Diesel—Garage Mngmnt.

ELECTRICAL ENGINEERING
Gen. Elec. Eng.—Elementary & Advanced Elec. Technology—Installations Draughtsmanship —Supply—Maintenance—Design — Electrical Traction—Mining Electrical Eng. — Power Station Equipment, etc.

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Gen. Civil Eng.—Sanitary Eng.—Structural Eng.—Road Eng. — Reinforced Concrete—Geology.

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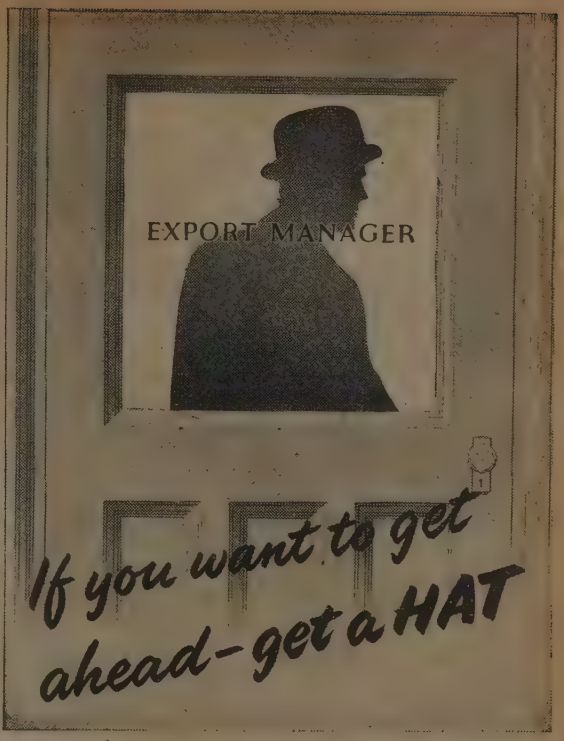

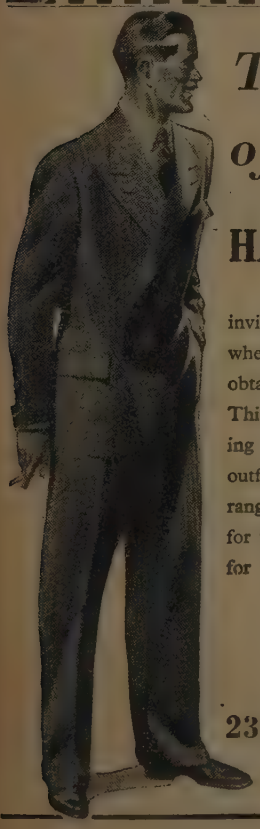

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BLACKPOOL.—Starcliffe Private Hotel, 11, Banks Street. Tel. 20438, adjoining Promenade. One minute North Pier. H. & C. Cosy lounge. 14s. daily, three meals, light supper. Reduced terms children. **Mrs. C. Lord.**

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BOURNEMOUTH.—" Redlands," 79, St. Michaels Rd. Tel.: 3714.—200 yards Sea. H. & C. April and May, 4½ gns. Summer, 6 gns.—**Mrs. N. C. Newey.**

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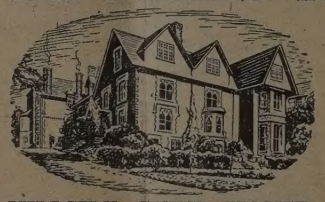

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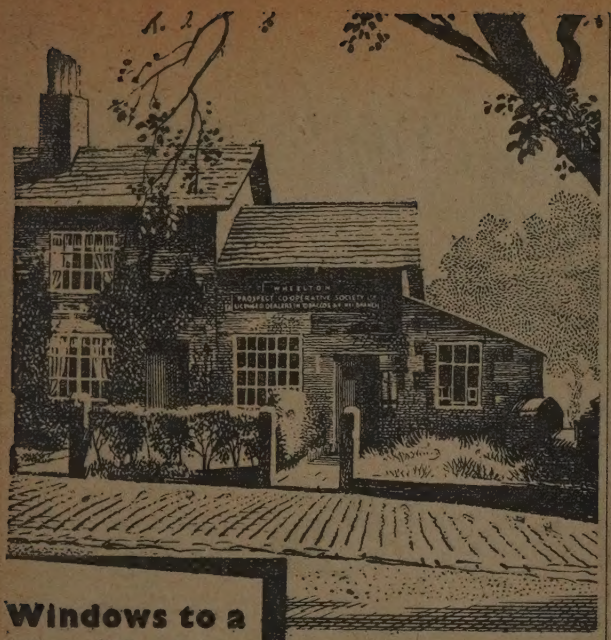

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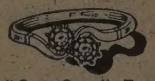

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